

Climate change mitigation,
Innovation & technology,
Affordable & accessible
mobility services

Excerpt from
the **Annual
Report 2023**
of ÖBB-Holding
AG including
measures

Reliable into the future

TODAY. FOR TOMORROW. FOR US.

Sustainability indicators

Key-Facts & Figures – the most important sustainability indicators GRI 201-1

| | 2021 | 2022 | 2023 |
|---|----------------------|----------|--------------------|
| Key economic figures | | | |
| Total assets in million EUR | 35,555 | 37,968 | 40,865 |
| Equity ratio in percent | 9.1 | 9.3 | 7.9 |
| Gross investments in million EUR | 3,688 | 3,920 | 4,504 |
| Total revenues in million EUR | 6,986 | 7,398 | 7,806 |
| EBT in million EUR | 170 | 193 | 112 |
| Key performance indicators | | | |
| Passengers in millions | 322.9 | 446.9 | 493.6 |
| <i>thereof Rail in millions</i> | 187.6 | 252.5 | 278.2 |
| <i>thereof Bus in millions</i> | 135.3 | 194.4 | 215.4 |
| Net tons in million tons | 94.1 | 88.4 | 78.5 |
| Total gross ton kilometers in million | 78,681.6 | 82,233.3 | 80,991.6 |
| R&D project volume ÖBB share in million EUR ¹ | 25 | 29 | 35 ² |
| Environmental indicators | | | |
| CO ₂ savings through ÖBB transport services (rail & bus) in Austria in million tons | 3.0 ³ | 4.0 | 4.2 |
| Total greenhouse gas emissions in the mobility sector in Austria (Scope 1, 2 and 3), CO ₂ equivalent in tons | 276,945 ³ | 288,366 | 281,658 |
| Greenhouse gas emissions in the mobility sector in Austria (Scope 1 and 2), CO ₂ equivalent in tons | 212,258 ³ | 226,215 | 218,641 |
| CO ₂ emissions in g/pkm – passenger rail transport in Austria | 9.49 ³ | 5.71 | 4.91 |
| CO ₂ emissions in g/pkm – passenger transport Postbus in Austria | 76.74 ³ | 59.79 | 54.21 |
| CO ₂ emissions in g/tkm – rail freight transport in Austria | 2.94 ³ | 2.89 | 3.05 |
| Total energy consumption of ÖBB (all energy sources, excluding external) in GWh in Austria | 3,032 ³ | 3,068 | 3,004 |
| Percentage of renewable energy sources in ÖBB traction power in Austria | 100 | 100 | 100 |
| Hazardous waste in thousand tons | 25 | 29 | 48 ⁴ |
| Non-hazardous waste in thousands of tons | 5,481 | 6,712 | 3,648 ⁵ |
| Investments in noise abatement on existing lines in million EUR | 5.6 | 4.7 | 6.4 |
| Amount of glyphosate used in tons | 5.3 | 0.0 | 0.0 |
| Social indicators | | | |
| Employees | 43,673 | 44,369 | 45,041 |
| <i>thereof apprentices</i> | 1,775 | 1,766 | 1,851 |
| Female quota in percent | 14.2 | 15.1 | 16.1 |
| Female apprentice ratio in percent | 19.9 | 20.9 | 20.6 |
| Operational Safety Index (BSX) in Points | 65 | 70 | 71 |
| Occupational accident rate per 1,000 employees | 17.4 | 17.6 | 17.1 |
| Education and training (total; excl. railway-specific training) in millions participant hours | 0.90 | 0.92 | 0.78 |

¹ Total duration of current projects.

² Increase due to the start of the European R&D programme 'Europe's Rail Joint Undertaking' (duration 2023 to 2031).

³ Affected by pandemic-related effects.

⁴ More oil-contaminated excavated material and mineral fibre waste with hazardous fibre properties were generated in 2023.

⁵ The amount of total waste has decreased significantly compared to the previous year; this is partly due to natural fluctuations in project activities.

FIND OUT MORE
starting on page 6
MR59

Highlights 2023

4.2 mil. t

CO₂ 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.**

519.9 mil.

euros is the project volume of ÖBB including partners over the entire duration of the **101 projects** currently underway.²

7,260

female members of staff were employed by ÖBB in 2023 (as of 31.12.2023). This brings the **current proportion of female employees at ÖBB to 16.1 %**, an increase of 1.0 % compared to the previous year.

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ÖBB SUSTAINABILITY REPORT 2023. 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 2023 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 2023 is available as a PDF at: konzern.oebb.at/nhb2023_en



For the ÖBB Group,
sustainability means
**successful business
operations combined
with ecological and
social compatibility.**
We are convinced
that this far-sighted
management promises
long-term success.

SUSTAINABILITY REPORT 2023

Foreword

Take advantage of opportunities. In 2023, ÖBB once again demonstrated its leadership in sustainability by successfully integrating its sustainability report into its annual report for the second time. This step makes it a pioneer in integrated reporting in Austria. By transparently disclosing data and measures on the 17 sustainability building blocks, ÖBB demonstrates that it is actively committed to a more environmentally friendly, socially just and sustainable economy.

Reporting means transparently disclosing data as well as services. This shows where companies stand with their sustainability performance. ÖBB therefore sees reporting as an essential building block for making the economy more ecologically compatible, socially just and sustainable for the future. Accordingly, for the ÖBB Group, sustainability means successful business operations combined with ecological and social compatibility. We are convinced that this far-sighted management promises long-term success. For years, ÖBB has clearly focused on not only communicating sustainability, but also living it and integrating it into corporate processes.

Considered a success

Not only is the increasing importance of sustainability and climate change mitigation being increasingly recognised by society and business partners, the financial sector in Europe is also driving this sustainability development forward with, among other things, the EU Taxonomy Regulation that entered into force in late 2022 and the "Corporate Sustainability Reporting Directive" (for short: CSRD). With the CSRD and the first uniform "European Sustainability Reporting Standards" (ESRS), legally binding sustainability reporting for large undertakings will come into force starting with the 2025 reporting year. This new law aims to increase the transparency, comparability and digitisation of sustainability reporting. ÖBB has already been preparing for this since the 2021 reporting year and has achieved important milestones, such as the implementation of the EU Taxonomy Regulation and early reporting. It recognises the opportunities of socio-ecological transformation and is actively committed to securing its corporate success through ecological sustainability.

Worthy of special mention is the progress made in 2023 in the area of climate change mitigation, where ÖBB has ordered 16 electrically powered Cityjet battery-powered multiple units, which are to be deployed in local and regional transport along the Kamptal railway from 2028. These trains mark a significant step towards decarbonising regional rail transport and will replace diesel-powered trains, saving over one million litres of diesel per year. In addition, ÖBB presented a new energy strategy in June 2023, which aims to increase the level of self-sufficiency in traction current from 60% to 80% and in operating facilities from 11% to 67% by 2030.

These innovative measures demonstrate ÖBB's commitment to a sustainable future and extend the invitation to learn more about its exciting initiatives, ambitious goals and impressive successes in the area of sustainability along the 17 building blocks of the ÖBB Sustainability Strategy on the following pages.



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 2023 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.

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 2023 sustainability report was voluntarily included, for the second 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 319 in the annual report. Starting on page 124 you will also find detailed documentation of the ÖBB Group's implemented, continued and completed measures relating 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 2023 of ÖBB-Holding AG

Sustainability reporting GRI 2-3, 2-14

The ÖBB Group has published sustainability reports since 2006. These provide transparent and regular information on the Group-wide sustainability performance. This consolidated report is now the 15th and the second integrated sustainability report of the ÖBB Group to be published in the management report section of the ÖBB-Holding AG annual 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 sustainability activities in 2023. The key figures included for the respective sustainability topics are generally listed for the year 2023 and, for better comparability, also for the previous year.

The preparation of the voluntary sustainability report took into account all issues relevant to the ÖBB Group on the basis of the Austrian Nachhaltigkeits- und Diversitätsverbesserungsgesetz (NaDiVeG, EU NFRD – Non Financial Reporting Directive).

Reporting is based on the GRI Universal Standards (Global Reporting Initiative) and the EU Taxonomy Regulation (EU 2020 / 852). This sustainability report was approved by the Executive Board of ÖBB-Holding AG and was submitted in its final version to the Audit Committee of the Supervisory Board of ÖBB-Holding AG.

Besides the standards and legal regulations already mentioned, the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) have also been reported on since 2021. The information on the TCFD, as well as the GRI content index with the fulfilled GRI standards are presented from page 163 onwards.

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

Furthermore, ÖBB is committed to the United Nations Sustainable Development Goals (SDGs) and is an active driver for the realisation of the global development goals through its business activities.

Structure and organisation of sustainability management in the ÖBB Group

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

The ÖBB Group understands sustainability in a holistic manner and combines successful business management with ecological compatibility and social responsibility. This achieves a sustainable corporate direction in the sense of the preventative principle. The individual components are brought into a balanced relationship – ecologically, socially and economically – in order to lead the ÖBB Group to long-term success. ÖBB centres its attention on the opportunities offered by socio-ecological change. Given the medium and long-term horizon, an increase in the monetisation of ecological measures is to be expected. This provides ÖBB with economic security.

Entrepreneurial action within the ÖBB Group is forward-looking. This is also reflected in the longevity of ÖBB assets such as infrastructure facilities or rolling stock. ÖBB is aware of its role in society as a publicly owned company, as one of the largest companies in the country and as one of the largest employers and apprenticeship trainers in Austria. ÖBB is also the country's largest builder, largest mobility service provider and offers rail logistics solutions from the first to the last mile for a wide range of industries across the entire Eurasian continent. Accordingly, ÖBB assumes its social responsibility. Measures are implemented on an ongoing basis to achieve our goals in order to continually develop as a company. An excerpt of the most important measures that were implemented or continued in the 2023 financial year is provided in Sections G.1 to G.17.

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 boards of governance

As a capital market-oriented company and due to the high level of public interest, the ÖBB Group bases the organisation and communication of its corporate governance on international standards and best practice methods and, since April 2014, on the Public Corporate Governance Code of the Federal Government (previously on the Austrian Corporate Governance Code).

The Executive Board of ÖBB-Holding AG pursues a corporate strategy that is in the best interests of the company, taking into account the interests of the owner, the Republic of Austria and the employees. In the 2023 financial year, the Executive Board of ÖBB-Holding AG consisted of two persons who exercised the diligence of prudent and conscientious management in their function. It reports regularly to the Supervisory Board on the development of business and submits certain business transactions of ÖBB-Holding AG or its Group companies to the Supervisory Board for approval in accordance with the rules of procedure for the Management Board and Supervisory Board as well as the Articles of Association and the law. The strategic direction of the ÖBB Group is determined in close consultation with the Supervisory Board.

The Supervisory Board is responsible above all for monitoring the management and determining the allocation of business. The basis for the activities of the Supervisory Board is primarily the German Stock Corporation Act (AktG), the Articles of Association, the Rules of Procedure for the Supervisory Board and the Federal Public Corporate Governance Code (B-PCGK). Together, the Supervisory Board and the Executive Board of ÖBB-Holding AG form the bodies for decisions relating to economic, ecological and social topics.

No members of the Management Board of the same company are represented on the highest body of control, the Supervisory Board. The members of the Supervisory Board are independent and are elected for a maximum of five years. Prior to their election, all Supervisory Board members are obliged to disclose their other board functions. A balanced gender distribution in accordance with the Gender Equality Act is ensured and fulfilled or strived for by most Group companies in accordance with the federal government's B-PCGK. In addition, there is a balanced representation of people from different areas of society and the economy. General information on the structure of the decision-making bodies is available in the Annual Report 2023 and in the Corporate Governance Report.

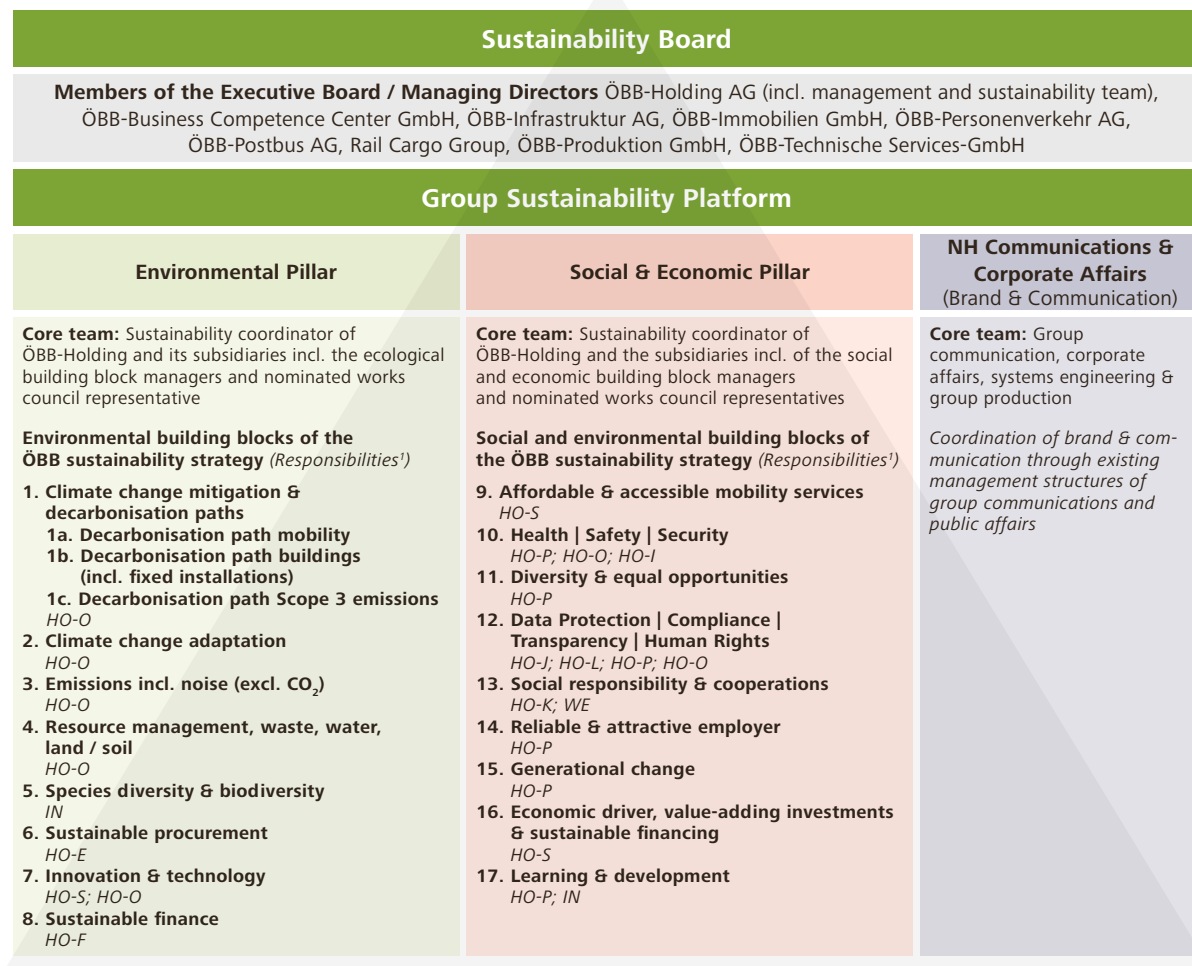
Appointments to the highest management bodies, be they board members or managing directors, are subject to the obligation to advertise in accordance with the Vacancies Act. Decisions are made by nomination and personnel committees of the Supervisory Board as well as hearings involving external consultants who make a pre-selection. Criteria such as professional expertise, independence, diversity and the views of stakeholders (including shareholders) are taken into account.

Sustainability management

As a company, the ÖBB Group is guided by the three pillars of sustainability: ecology, economy and social responsibility. A sustainability board was set up in 2021 to ensure a constant exchange of information on key sustainability topics at the level of the management board members and managing directors. Those members of the management board and managing directors responsible confer with each other there on the sustainability agendas. Meetings are held several times a year at which the most important sustainability issues are discussed and the Group's strategic direction is determined. In addition, the Group Sustainability platform was also established. The respective sustainability coordinators from the holding company and the subgroups meet several times a year. In this context, Group-wide sustainability issues are discussed including the implementation measures for the ÖBB sustainability strategy and its 17 building blocks. These internal structures drive the systematisation of professional sustainability management and pave the way for holistic management of sustainability issues within the ÖBB Group.

The sustainability team at ÖBB-Holding AG is responsible for Group-wide management, coordination and monitoring of the topics of “sustainability” and “climate change mitigation”. The team is responsible for managing cross-company sustainability issues such as climate change mitigation and the circular economy within the Group, and they also coordinate Group-wide initiatives in these areas. The area of responsibility of ÖBB-Holding AG’s sustainability management also includes the creation and further development of the cross-company ÖBB sustainability strategy. Group targets and strategic approaches for the 17 building blocks of the ÖBB sustainability strategy are developed together with the sustainability coordinators of the subgroups and the central component managers. The Group Sustainability platform and existing management structures, such as strategic HR management in the area of social sustainability, are utilised for this purpose. This ensures that the diversity of a mobility and infrastructure company on the topic of sustainability is covered as broadly as possible and that Group-wide focal points and current key topics are defined. Both the development of effective company-specific measures and their targeted implementation are undertaken independently by the responsible subsidiaries.

Further improvements in the management of sustainability performance are to be achieved in the coming years. The existing key performance indicator monitoring system is to be developed into an integrated and automated sustainability key performance indicator system for the ÖBB Group over the next few years for this purpose.



¹ Use of existing control structures, e.g: working groups, topic platforms, etc.

Responsible divisions:

HO: ÖBB-Holding AG

HO-E: Strategic group purchasing

HO-F: Group finances

HO-I: Strategic Group IT Management

HO-J: Group law

HO-K: Corporate communications / Newsroom

HO-L: Compliance

HO-O: Systems engineering & group production

HO-P: Strategic HR management

HO-S: Group strategy, corporate development and organisation

IN: ÖBB-Infrastruktur AG

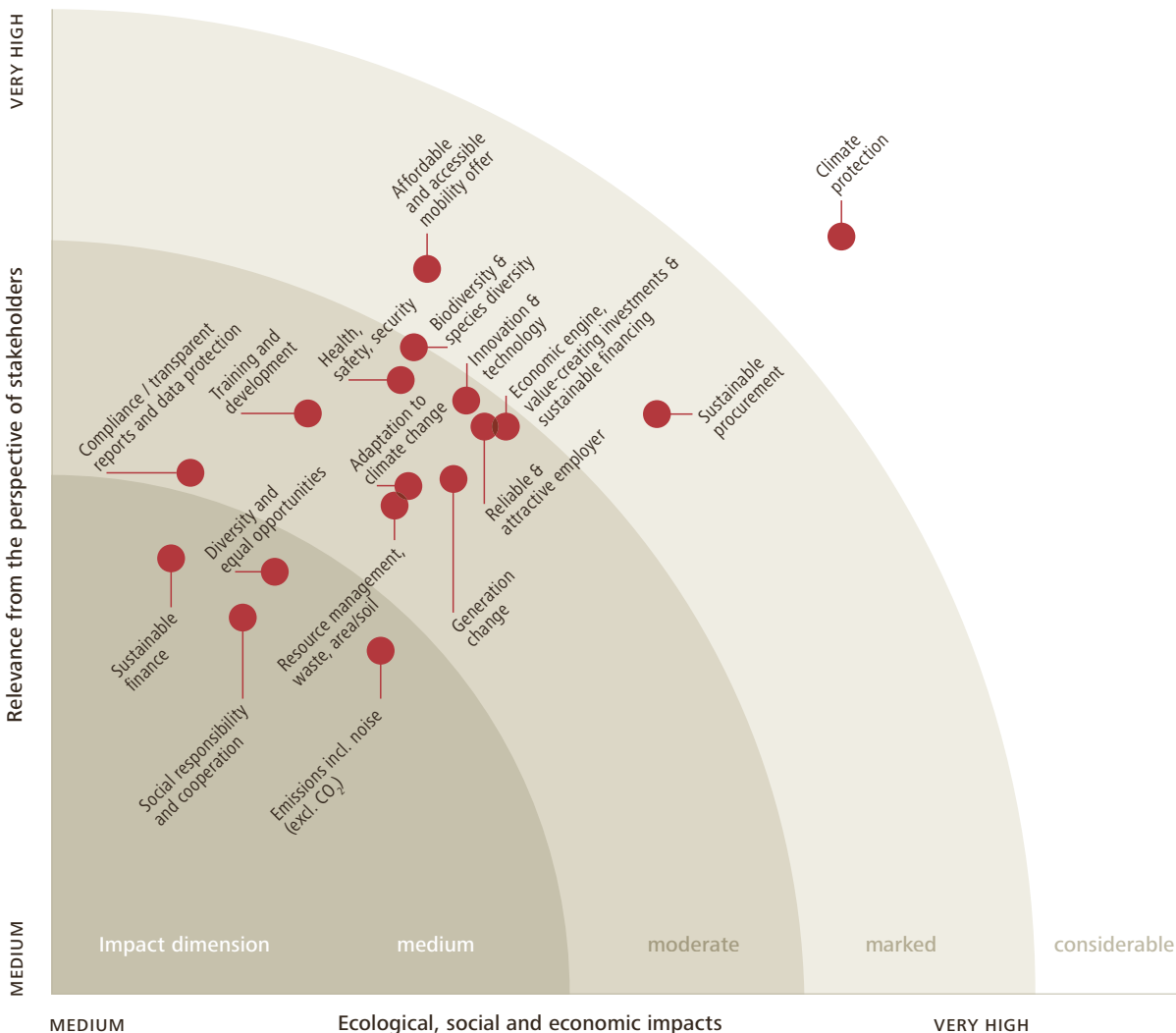
WE: ÖBB-Werbung GmbH

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

It is essential for the ÖBB Group to identify and prioritise the key sustainability issues and to set priorities in the development of measures. This is accomplished in the ongoing opportunity and risk analysis and through targeted surveys of internal and external stakeholders in the course of updating the materiality analysis. In addition, in accordance with the guidelines of the Global Reporting Initiative, the focus of sustainability reporting is on materiality. This means that the companies providing information, such as ÖBB, are increasingly focussing their reporting on those topics that are of high importance to them and their stakeholders.

In 2021, ÖBB’s materiality analysis was re-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. Approx. 2,700 people were consulted as internal and external stakeholders in order to update the significance of the individual sustainability building blocks. 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 building blocks with regard to the positive and negative direction of the company. The aim was to identify and prioritise those topics that are of essential importance for ÖBB as well as for the stakeholders. The result of this process is the ÖBB Materiality Matrix 2021 and the impact analysis from page 149 onwards. ÖBB’s materiality matrix was reviewed in 2023 and there were no changes compared to the previous year. An update of the materiality analysis based on the “European Sustainability Reporting Standards” is planned for 2024.

The ÖBB materiality matrix



ÖBB's most important stakeholders GRI 2-29

ÖBB is Austria's largest mobility service provider and at the same time a company of interest to the public. Their transport services move many millions of people and tonnes of goods in Austria and Europe. As a result, there are many points of contact with topics relevant to the stakeholders, such as climate change mitigation, 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 company like ÖBB. In doing so, they are naturally in contact with numerous stakeholders:

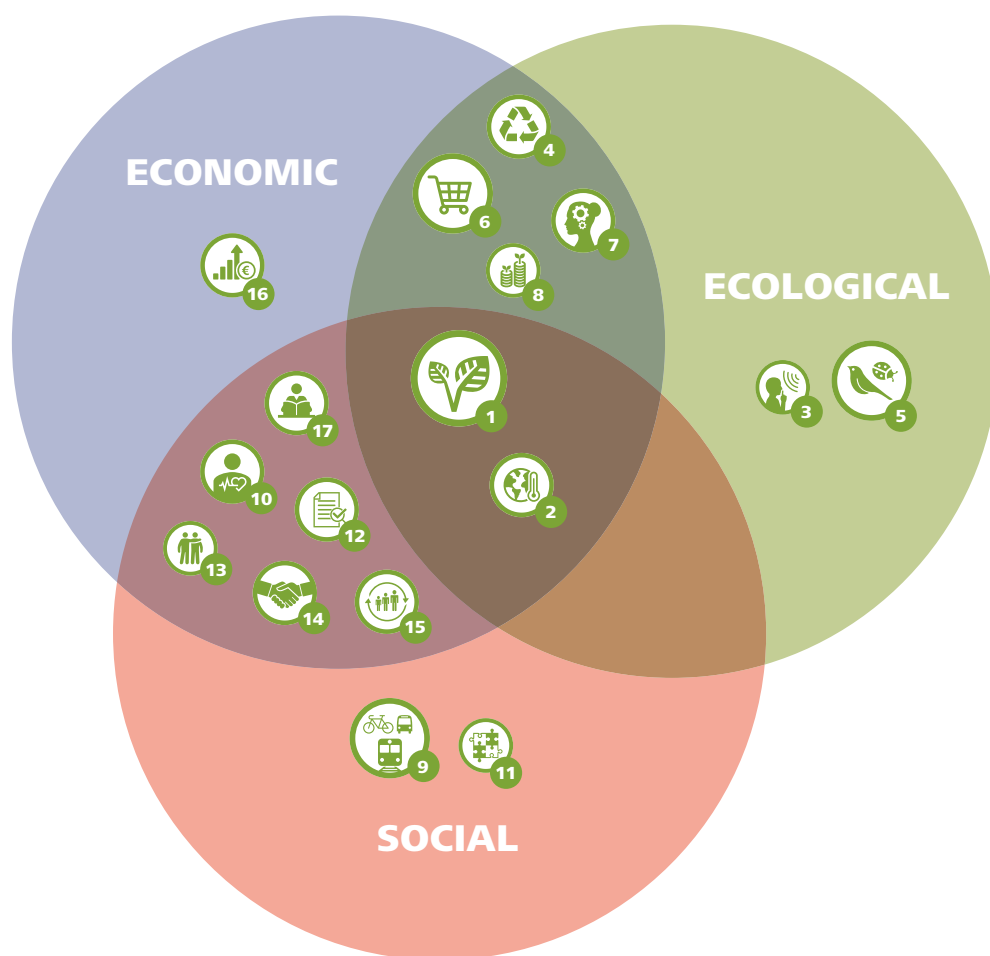
- Important external stakeholders of ÖBB are private customers, business customers, investors, owners, politicians and regulators, suppliers, local interest groups
- ÖBB's key internal stakeholder groups are employees, managers, and employees' representatives

The basis for trust is a regular, transparent and open dialogue with stakeholders. This in turn is a key prerequisite for joint sustainable action. ÖBB actively promotes exchanges of view and uses a variety of dialogue platforms and initiatives to maintain contact with its stakeholders. Special attention is given to which aspects are highly significant for which stakeholders, with the aim of promoting open dialogue. The more intensive the contact, the earlier the views of the stakeholders are 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, 102-46

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 within the "three-pillar model". The different sizes of the circles show the impact dimensions of the building blocks for ÖBB. This illustrates the current materiality of the respective sustainability topics for the ÖBB Group, particularly in the context of opportunities and risks. The data is based on the updated materiality analysis from 2021. 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 page 163).



Dimensions of impact

-  medium
-  moderate
-  marked
-  considerable

- | | |
|---|---|
| <ul style="list-style-type: none"> 1. Climate change mitigation 2. Climate change adaptation 3. Emissions incl. noise (excl. CO₂) 4. Resource management, waste, water, land / soil 5. Species diversity & biodiversity 6. Sustainable procurement 7. Innovation & technology 8. Sustainable finance 9. Affordable & accessible mobility services 10. Health Safety Security | <ul style="list-style-type: none"> 11. Diversity & equal opportunities 12. Data protection Compliance Transparency Human rights 13. Social responsibility & collaborations 14. Reliable & attractive employer 15. Generational change 16. Economic driver, value-adding investments & sustainable financing 17. Learning & development |
|---|---|

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

Highlights 2023

16 new battery-electric trains

In 2023, ÖBB ordered 16 electrically powered Cityjet battery-electric trains, which are to be deployed on local and regional services along the Kamptal railway from 2028. The introduction of these new battery-electric trains marks a significant step towards the decarbonisation of regional rail transport. The drive system of these trains allows them to be used on both electrified and non-electrified routes and replace diesel-powered trains. The use of the new battery-electric trains enables savings of over one million litres of diesel per year.

More waste transport by rail

The amendment to the Waste Management Act and the entry into force of the new transport clause mean that since 01.01.2023, waste transports with a total weight of more than 10 tonnes need to be transported by rail from a distance of 300 km. As of January 2024, waste transports of 200 km or more and as of January 2026 100 km or more are to be transported by rail. In total, there is potential for several million tonnes more waste to be transported by rail. This is the reason the Rail Cargo Group has been developing new logistics concepts in close cooperation with its customers since 2023 and has already been able to shift approx. 200,000 additional tons from road to rail.

More renewable electricity from in-house supply

ÖBB's goal is to shift even more traffic from road and air transport to climate-friendly rail transport. Climate benefits of ÖBB rail transport are primarily due to the traction current used, which has been sourced 100% from renewable energies since 2018. Current developments on the energy market show that greater independence and a high level of security of supply are essential in order to be able to handle transport operations continuously. ÖBB's new energy strategy, presented in June 2023, aims to do just that. By 2030, ÖBB wants to increase the level of self-sufficiency in traction current from 60% to 80% and in operating facilities from 11% to 67% by expanding and modernising its own hydroelectric, solar and wind power plants together with partners. In total, this means an increase of approx. 800 GWh of in-house supply – in addition to the present 970 GWh. As a result, ÖBB benefits from greater independence from external energy suppliers and also reduces the demand on the public power grid. In addition, internal energy efficiency is to be increased by 25%, for example by modernising the traction current network or optimising buildings. ÖBB is investing approx. EUR 1.6 billion to achieve the aims of the energy strategy and make the Group more independent.

More than 81,000 applications to ÖBB

In 2023, a significant increase was achieved compared to the previous year with over 81,000 applicants (py: 57,000 applications) – and the trend is rising. This high figure demonstrates ÖBB's attractiveness as an employer. The recruiting focus was expanded to include targeted activities abroad. A variety of measures enabled new record numbers of applicants to be set there as well. The diversity of our employees is an indispensable part of ÖBB's success and corporate culture. In future, the new "ÖBB Jobanbahner:innen" (job initiator) programme is to also provide increased support in filling vacancies. The new Group-wide referral programme was launched in 2023 under the motto "Employees recruit employees". The aim is to enable open positions to be filled more quickly if colleagues motivate suitable people from their social environment to apply. This is another important step towards the future, as applications already show that a third of all long-term hires are attributable to a recommendation.

The new world of sustainability reporting

As with many other companies in Europe, the ÖBB Group's sustainability reporting is also facing a significant change. The EU's Corporate Sustainability Reporting Directive (CSRD) defines the European Sustainability Reporting Standards (ESRS) as the first uniform and mandatory sustainability reporting standards for all companies concerned. This means that legally binding sustainability reporting will be in place from the 2025 reporting year – including for the ÖBB Group. The new directive significantly extends the reporting obligation for large companies and aims to increase the transparency, comparability and digitalisation of sustainability reporting.

The ÖBB Group has been preparing for the reporting obligation under the CSRD since the 2021 sustainability report. Many important milestones along the way have already been successfully realised in recent years. In the area of sustainability reporting, 2023 was dominated by preparations for the implementation of the ESRS requirements, which were finally published in August 2023. The CSRD and its associated ESR standards require extended and detailed reporting on the topics of "Environment", "Social" and "Governance". In summer 2023, the ÖBB Group began preparing a GAP analysis in order to identify the potential for further development in sustainability reporting. In June, ÖBB-Infrastruktur AG also launched an initial pilot for the implementation of the so-called double materiality analysis in accordance with the ESRS.

Great recognition for ÖBB's sustainability activities

ÖBB has been using electricity from renewable energy for 100 years. ÖBB-Infrastruktur AG is currently building two new hydropower plants, Obervellach II and the innovative Tauernmoos pumped storage power plant. In 2015, the world's first traction current solar power plant went into operation in Wilfleinsdorf. In addition, the world's first wind turbine to produce traction current went into operation at the end of 2022. This overall achievement in the field of renewable energies has now been awarded the "Austrian Solar Prize 2023" in the "Renewable energy in the transport sector" category.

ÖBB also had one more reason to celebrate in the 2023 reporting year: for the second year in a row, it received an award for its performance in sustainability reporting with its submission to the "Austrian Sustainability Reporting Award" (ASRA). The Sustainability Report 2022 was therefore not only certified by the auditor and published as an integral part of the Management Report of the Annual Report 2022, but was also awarded 3rd place in the "Voluntary Reporting" category. Place awarded.

G.1. Climate change mitigation

Management approach

The EU "Green Deal" has set the goal of a carbon-neutral economy by 2050. In Austria, climate neutrality is already a self-defined goal as from 2040. ÖBB sees great potential for the future due to its focus on sustainability and climate friendliness - especially when it comes to shifting transport to rail.

Transport is the second largest contributor to greenhouse gas (GHG) emissions in Austria. Road transport is by far the largest source of CO₂ 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 encourage a greater shift to public transport. Rail, bus and inner-city transport such as trams and underground trains are an important part of the solution for more climate change mitigation and for achieving Austria's climate targets. In 2023, ÖBB's rail and bus transport services saved the national environment approx. 4.2 million tonnes of greenhouse gas emissions. Following a reduction in this effect in 2020 and 2021 due to the coronavirus pandemic, ÖBB's savings effect will return to the 2019 level from 2022 onwards. These savings for ÖBB are however expected to increase further in the coming years. This not only makes ÖBB an important climate change mitigation company for the country, it also makes a substantial 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 the focus on climate-neutral economic activity and is aiming for a further shift from road and air transport to climate-friendly rail and public transport. ÖBB intends to continue to reduce the remaining self-generated GHG emissions in order to further secure and emphasise ÖBB's significant role in climate change mitigation. ÖBB is planning its gradual reduction measures with clearly defined decarbonisation pathways - also beyond the mobility sector. The strategic focus of the ÖBB climate change mitigation strategy is nevertheless primarily on reducing the national CO₂ footprint of the transport and mobility sector in Austria.

| Key figures at a glance (focus AT) | 2023 | 2022 |
|---|---------|---------|
| Share of electrified routes in per cent | 76 | 74 |
| CO ₂ eq emissions of the mobility sector (Scope 1 and 2) in tonnes | 218,641 | 226,215 |
| CO ₂ eq emissions of ÖBB rail transport (Scope 1 and 2) in tonnes | 72,672 | 79,301 |
| Electric cars in the ÖBB Group's internal fleet | 459 | 240 |
| Share of renewable energy in traction current in per cent | 100 | 100 |
| ÖBB's final energy consumption in gigawatt hours GRI 302-1, 302-4 | 3,004 | 3,068 |
| CO ₂ eq savings through ÖBB transport services in million tonnes | 4.2 | 4.0 |

Objectives

CO₂-neutral ÖBB mobility sector by 2030 (Scope 1 and 2 - excluding buildings)

Mobility

ÖBB has defined six areas of focus as part of its climate change mitigation strategy in order to further reduce emissions in the mobility sector and to further promote the modal shift:

- Electrification of routes: Increase the degree of electrification to 85% by 2030 and to 89% by 2035
- Alternative drive systems – rail: Gradual conversion of the remaining diesel fleet to alternative drive technologies
- Alternative drive systems – 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).
 - Remaining ÖBB road fleet (service and commercial vehicles) to be successively converted to alternative drive systems: Car fleet ≤ 3.5 tonnes to be 100% electrified by 2030 and ÖBB's entire fleet to be 61% electrified by 2030. Car fleet ≤ 3.5 tonnes to be 100% electrified by 2030 and ÖBB's entire fleet to be 61% electrified by 2030.
- Renewable energies: increase ÖBB's level of self-sufficiency (in-house production + partner power plants) to 80% in the traction current sector by 2030
- Energy efficiency: realisation of defined energy-saving potential: potential savings of ≈ 180,000 MWh in the mobility sector by 2030 (planning status at the end of 2022)
- Increase capacity utilisation in transport (incl. abroad): promotion of measures to increase capacity utilisation in ÖBB passenger and freight transport

CO₂ neutrality in the Group 2040 - 2050 (Scope 1, 2 incl. buildings as well as Scope 3 in different application depths)

Building

Besides the mobility sector, clear targets have also been set for buildings (including fixed installations) (focus: AT):

- "Buildings" decarbonisation pathway: implementation of the defined priorities:
 - Phase out oil-fired heating systems by 2030
 - Phase out fossil gas heating systems by 2034
- Implementation of Group 2030 / 2040 building optimisation plan consisting of building use plan and building investment / refurbishment plan (first version of the plan was developed by the end of 2023), roll out Group policy for selecting energy sources in buildings in the Group

Scope 3

Scope 3 emissions from the upstream chain or value chain are also a complex issue for ÖBB. This makes it all the more important to take a targeted approach here too (in some cases including abroad):

- Targeted expansion and further development of ÖBB's Scope 3 emissions accounting (expansion of subcategories, review and promote GHG accounting from procurement based on primary data)
- Review and implement reduction measures along the defined top drivers from procurement and for other major Scope 3 polluters

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

- Expand services: local, regional and long-distance transport will be systematically expanded.
- Mobility chain: further promote integrated mobility (first and last mile, ÖBB 360...).
- Raise quality further: e. g. improve punctuality, ensure accessibility.

Freight transport

- Logistics chain: designing solutions for the entire logistics 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 in the following three areas: Mobility, buildings and Scope 3 emissions (decarbonisation pathways).

Mobility sector

Mobility services by train and bus are ÖBB's core business. They are the central focus of the climate change mitigation strategy. 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 strategic approaches in the mobility sector. The electrification of the ÖBB rail network is to be increased to 85% by 2030 and 89% by 2035 by means of a multi-stage electrification plan. This applies provided technological development from a system perspective is not such that the use of alternative drive technologies leads to greater economic efficiency on these routes. This applies provided technological development from a system perspective is not such that the use of alternative drive technologies leads to greater economic efficiency on these routes. Over 90% of ÖBB rail transport services are currently already performed with electric traction on the electrified routes of the ÖBB network. The current diesel fleet is to be gradually replaced by vehicles with alternative drive technologies on secondary routes and shunting areas where electrification is not feasible for economic reasons. 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 traction current from renewable sources in 2018 marked a significant milestone in the strategic approach towards renewable energy. The switch to electricity from renewable energy sources for three-phase current for operating facilities such as buildings, workshops and point heating systems took place in 2019. Electricity from renewable sources is the central pillar of the railway's climate friendliness. The cost of renewable energies is however expected to rise further, which is the reason for the ÖBB Group's focus on increasing its in-house supply of traction current from renewable energy sources (solar, wind, water, etc.). The greatest cost and CO₂ savings, however, come from energy that is not consumed. 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 strategic approach in the mobility sector is to expedite an increase in the utilisation of transport capacity. The focus here is on more intelligent or more efficient utilisation of the vehicle fleet in order to transport a greater number of passengers 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 list of potential reduction measures was evaluated in detail in the annually updated decarbonisation pathway for the mobility sector in the reporting year and secured with sufficient budgetary resources for the coming years. The order for 16 electrically powered Cityjet battery-electric trains, which are to be deployed from 2028, and the plan to procure e-hybrid locomotives for shunting are some of the highlights from the mobility sector in 2023. Specified measures up to 2030 (as of June 2023) show initial savings plans amounting to approx. 34,000 tonnes of CO₂eq emissions. This figure is based on CO₂eq emissions of approx. 222,000 tonnes from the base year 2019. This is particularly evident in the area of transport within the company. It achieves an approx. 52% decrease in GHG emissions, which is the best result – based on the current status of the mobility decarbonisation pathway. In total, the current portfolio of measures results in a reduction of GHG emissions by 15%. These defined reduction measures are not yet sufficient for a (realistically affordable) decarbonisation of the mobility sector in 2030 (= zero CO₂ after compensation). Further reduction measures are therefore necessary. The given framework conditions in the mobility sector mean that a final assessment needs to be made in 2024 as to whether and under what conditions the goal of climate neutrality by 2030 appears realistic. The ÖBB rail sector is currently closer to achieving decarbonisation by 2030 than the bus sector, which, however, has a more difficult starting situation to overcome. Vehicles in the bus sector are procured in accordance with the specifications of the service providers, most of which continue to require diesel buses. In principle, the decarbonisation pathway for mobility is evaluated annually and supplemented with new measures.

These measures also benefit the klimaaktiv campaign of the Ministry for Climate Action (BMK), in which ÖBB and ten other large companies have participated since 2021. The common goal is to at least halve CO₂ emissions by 2030 – compared to 2005.

Highlights 2023

In 2023, ÖBB ordered 16 Cityjet battery-electric trains from Stadler Bussnang AG. As a result, the new train sets provide further growth in the local and regional transport fleet. The new train sets are projected to be operating along the Kamptal railway in Lower Austria from 2028. The battery-electric trains are a milestone towards the decarbonisation of regional rail transport. The battery-electric trains can be used on both electrified and non-electrified routes. The use of battery-electric trains enables over one million litres of diesel to be saved per year. This corresponds to CO₂ emissions of more than 3,000 tonnes. For comparison: this is the annual amount of CO₂ emissions caused by approx. 500 people in Austria.

The services with alternative drive systems in the southern Weinviertel region (11 e-buses) and in Villach (H2 buses), launched in 2022, have successfully entered regular operation. In addition, test operations for the use of electric buses took place in Serfaus (Tyrol) in summer 2023. These have been very promising, with the result that a switch to alternative drive systems, including commissioning, is planned for summer 2024. A test run was also successfully completed on the city line 504 in Innsbruck. A switch to zero-emission vehicles is also expected here in 2024. The transport associations are now gradually putting (smaller) transport services out to tender for vehicles with alternative drive systems – e.g. Amstetten city bus, Kristallweltenbus. The tender launched in 2022 for the procurement of new eHybrid shunting locomotives, will also contribute to the switch to alternative drive systems in the “last mile” of rail transport.

Investments have also been made in the expansion of renewable energies in recent years. As a result, the world’s first prototype of a 16.7 Hz wind turbine with approx. 3 MW went into operation in autumn 2022. The annual production of approx. 6.75 GWh is fed directly into the overhead line of the Eastern Railway (Vienna – Budapest). The expansion programme in the area of photovoltaic systems was systematically continued. In addition to the 68 existing systems with an annual electricity production of over 12,500 MWh, 24 50-Hz photovoltaic systems with a standard energy capacity of over 2,800 MWh were installed in 2023. This has resulted in ÖBB already operating 92 photovoltaic systems throughout Austria as of 2023.

In June 2023, ÖBB presented its new energy strategy. Ambitious goal by 2030: To increase the in-house supply of traction current with partners from 60% to 80% and in operating facilities from 11% to 67% by expanding and modernising our own hydroelectric, solar and wind power plants. In total, this means an increase of approx. 800 GWh of in-house supply – in addition to the present 970 GWh. In addition, internal energy efficiency is to be increased by 25%, for example by modernising the traction current network or optimising buildings. ÖBB is to invest approx. EUR 1.6 billion in the coming years to realise the aims of the energy strategy. Above all, this should also help to make the Group more independent in the energy sector – as security of supply and cushioning against inflation are the clear objectives.

2023 was not an easy year, especially in the energy sector, as the energy crisis and the resulting price increases also affected ÖBB. This makes it all the more important to use this valuable resource efficiently and save energy wherever possible. Besides the medium and long-term focus priorities of ÖBB’s energy efficiency programme, various measures to reduce energy consumption were accelerated at all locations from September 2022, taking into account quality and safety standards. Examples of this include reducing the room temperature in offices and workshops as well as the heating temperature in trains and buses and much more. These were accompanied by an ÖBB-internal awareness-raising campaign, which continued in early 2023. In addition to this, ÖBB has also prepared itself for possible energy steering measures by the federal government.

The refrigerant losses of rail vehicles for passenger transport have been measured in more detail since 2023 to ensure more efficient use of refrigerants in the long term. The medium and long-term goal is to improve data transparency in the rail sector (allocation of GHG emissions to affected areas) and, as a result, to implement more targeted measures to reduce refrigerant losses.

An emissions information service for customers has been offered by the Rail Cargo Group since 2023. This emissions information and the calculation process are subject to ongoing review by an external body. This means that the emissions report provides reliable figures for customers’ Scope 3 emissions and supports the selection of sustainable logistics partners. The emissions report is prepared in accordance with current standards. The requisite calculations are performed by EcoTransIT-World on the basis of production-, relation- and single consignment-specific parameters of the Rail Cargo Group and its partners as well as using market-specific and/or country-specific energy mixes in comparison to a truck of class EURO 6 up to 40 tonnes total weight. EcoTransIT-World therefore uses this to identify the environmental impact of freight transport in terms of energy consumption and the specific resulting emissions. It is available without guarantee for submission to emissions trading platforms for participation in the voluntary market.

Outlook for 2024

In 2024, the “Decarbonisation Pathway Mobility” will also be further developed and updated with measures including an assessment of the GHG reduction potentials. Achieving the target of climate neutrality in the mobility sector in 2030 will be challenging based on the findings from 2023. The prerequisite is that other necessary framework conditions are created (financing/subsidies, tenders for bus services with alternative drive systems organised by transport service clients, etc.). The consequences of the energy crisis that emerged in 2022 are also not likely to have too detrimental an impact (availability – especially of renewable energies, massive additional costs due to energy prices, etc.).

In 2024, the new ÖBB energy strategy will be driven forward. It has set itself the ambitious goal of increasing the proportion of in-house supply (own production + partner power plants) in the traction current sector to 80% by 2030. Besides an expansion and a re-powering project in hydropower and the continuation of the photovoltaic expansion program, ÖBB is also committed to wind power. Investments in the expansion of renewable energy sources will continue to increase until 2030.

Buildings sector

Besides the mobility sector, ÖBB’s core business, buildings (including fixed installations) are another major area in which concrete measures to reduce GHG emissions are defined and targeted potential is realised. Besides the energy supply of buildings (electricity, heating, cooling...) and its optimisation (for example by switching to alternative energy sources), building optimisation and building refurbishment are the central topics here. The clear aim in this sector is climate neutrality by 2040 to 2050.

Highlights 2023

The phase-out of heating oil by 2030 and the phase-out of “fossil gas” by 2034 were defined as priorities (strategic approaches) for decarbonisation in the building sector. Approx. 95% of GHG emissions in ÖBB’s building sector (Scope 1+2) still come from fossil-fuelled heat at the end of 2023.

The phase-out of oil-fired heating systems was also continued in 2023 by converting to alternative heating systems. Since the end of 2019, 64 heating systems have already been converted (starting point for the 2019 financial year: 259 systems - the base value was adjusted to the previous year 2022 - 195 systems (py: 221) at the end of the 2023 financial year). In view of the political situation and rising gas prices, the withdrawal from natural gas is being accelerated alongside the withdrawal from heating oil.

The policy on the choice of energy source for buildings commissioned from ÖBB-Infrastruktur AG in autumn 2022 was finalised in November 2023. It was subsequently approved together with a recommendation for implementation by the subgroup companies. Current developments on the energy market, and in particular on the natural gas market, have a significant influence on the choice of energy source for new and converted ÖBB heating systems. This policy now stipulates that, in addition to economic criteria, strategic and ecological criteria must also be taken into account when selecting the energy source. The first implementation focus is on ÖBB locations and ÖBB buildings in Austria.

In 2023, a long-term overall building optimisation plan 2030 / 2040 was drawn up for a well-founded decarbonisation pathway in the building sector. The Group project is being managed by ÖBB-Immobilienmanagement GmbH. The focus is on location optimisation, targeted renovations and contributions to decarbonisation. The building optimisation plan provides an extrapolation basis and summary of the current status of the phase-out of heating oil and natural gas based on the results of the pilot sites – as a basis for the decarbonisation pathway in the buildings sector.

In the 2023 reporting year, Österreichische Postbus Aktiengesellschaft commissioned two new photovoltaic systems on the roofs of the Postbus sites in Innsbruck and Spittal an der Drau with a total output of 396 kWp. These contribute to security of supply and can also have a positive effect on the emission factor in the electricity mix. Additional photovoltaic systems are currently being installed – e.g. in Wolfsberg – and three more are being planned in Steyr, Wels and Linz.

Outlook for 2024

In 2024, further conversions will be completed to phase out oil-fired heating systems and fossil gas heating systems. The roll-out of the Group policy on the selection of energy sources for buildings in the Group is also scheduled for 2024. The initial focus for implementation is on the locations in Austria. The next steps from the 2030 / 40 building optimisation project plan will also be implemented.

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). This also includes business trips and emissions caused by 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, as well as new trains and buses. This is the reason different application depths and target requirements are defined for the ÖBB climate neutrality target 2040 to 2050 in this area – depending on the expected framework conditions.

Highlights 2023

Following the identification of the key GHG drivers from ÖBB's procurement (in autumn 2022), work began in the 2023 reporting year on developing the first Group-wide strategic approaches for reducing Scope 3 emissions. This is where possible GHG reduction measures are focussed and where measures are further developed along ten designated key factors. The same applies to other significant Scope 3 polluters in the subgroups. In 2023, the starting signal was given for the gradual and long-term changeover from finance-based GHG accounting of Scope 3 emissions from ÖBB purchasing to specific quantities / masses. ÖBB has therefore already undertaken valuable preparatory work for the future orientation to the new ESRS E1 standard. This stipulates that the annual percentage of Scope 3 emissions determined on the basis of primary data should be stated. The development of ÖBB's circular economy strategy also began in 2023 to accompany the further development of Scope 3 emissions – as well as the development of the NEW TCO CO₂ tool.

The GHG accounting of ÖBB's Scope 3 emissions was expanded to include a further sub-category in the reporting year. Scope 3 emissions for "leased and rented property, plant and equipment" are now reported (see GHG balance sheet).

As in previous years, the approx. 1,000 tonnes of CO₂eq emissions caused by business-related air travel throughout ÖBB in 2023 were subsequently offset in 2024. Offsetting takes place specifically via a climate change mitigation project from Climate Partner (nature conservation in the Karwendel mountains + combined project). Flight kilometres in 2023 have increased by approx. 36% compared to 2022.

Outlook for 2024

In the first half of 2024, the catalogue of measures for specific reduction measures to reduce Scope 3 emissions from the ten top drivers from procurement and other major emitters in the subgroups is to be finalised and then implemented.

A first version of the NEW TCO CO₂ tool is expected in February 2024. Programming began in December 2023. The added value of this tool: feeding CO₂ data into a database that can be analysed by all relevant stakeholders and querying key parts of the supply chain on the basis of primary data.

Modal shift GRI 203-1

In addition to decarbonisation, the major goal of the climate change mitigation strategy is to further shift traffic to climate-friendly rail. ÖBB is therefore emphasising its important role in climate change mitigation in Austria. The modal shift is the central driver and also the most essential lever of ÖBB's climate change mitigation strategy. ÖBB's transport services (rail and bus) already save the national environment approx. four million tonnes of GHG emissions in a normal operating year. That is the reason why it is 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 has set itself the goal of doubling rail performance by 2040 in order to achieve the desired transport turnaround - through route expansion, digitalisation (including ECTS) and vehicles. In doing so, ÖBB-Infrastruktur AG is relying on the conventional expansion of routes, stations and terminals, but also on the use of new technologies in operations management. As a result, the basis for further modal shifts is being created – based on journey time reductions and smart capacity expansions. 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 transports are also to be increasingly moved by rail in future.

Highlights 2023

The annual investment program will be expanded by 5% per year, building on the “National Energy and Climate Plan”. This was also confirmed in the 2023 to 2028 framework plan with a total volume of approx. EUR 19.0 billion for the next six years. The framework plan is valid for six years and is extended annually by one year on a rolling basis and adopted by the federal government.

ÖBB is investing approx. EUR 6.1 billion in its new passenger transport fleet by 2030. Approx. EUR 3.7 billion of this is earmarked for local trains and approx. EUR 1.6 billion for long-distance trains. In addition, approx. EUR 0.8 billion will be invested in vehicle conversions. This means approx. 330 new local and long-distance trains and more than 100,000 modern seats for customers over the next few years. There were also new developments in the Rail Cargo Group from 2022. TransNET is a comprehensive Rail Cargo Group network on which the Rail Cargo Group travels with full wagonloads, single wagons, containers, block trains or on the Rolling Road (see chapter G.9).

Outlook for 2024

The aim is to transport even more people and goods by rail. This requires more capacity through new and better utilised routes. The approved investments of approx. EUR 21.1 billion for the ÖBB framework plan in the period from 2024 to 2029 ensure that the Federal Ministry for Climate Action will continue to invest in green mobility in the long term. The expansion of the railway is continuing consistently and is thus making a substantial contribution to the transport and climate transition.

The 2024 passenger transport timetable will see an increase in the number of kilometres offered and the consequent expansion of local and long-distance services compared to the previous year. In addition, the ÖBB 360° mobility packages are being used to expand attractive mobility services for the first and last mile (see chapter G.9).

The competitiveness of rail transport compared to road transport is constantly declining due to a lack of cost transparency, nevertheless, there have been successes in some areas and thus more traffic on the railway. Reasons for this include an amendment to the Waste Management Act and a revised subsidy system for connection lines to companies. The 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. In general, the medium-term trend is that the rail freight market in Europe is undergoing rapid transformation – new sectors, new customers and a focus on digitalisation, innovation and sustainability. In this context, the Rail Cargo Group is continuing to push ahead with digitalisation and innovation in rail freight transport. Automation of processes, making them simpler and faster and replacing analogue, time-consuming and expensive processes with digital solutions are the Rail Cargo Group’s declared objectives. That reduces costs, increases transparency and creates efficiency. In addition, door-to-door solutions are to be used in the coming years to address medium-sized customers in particular – with consignment sizes ranging from one container to a group of wagons. The client does not necessarily need its own rail connection.

Greenhouse gas emissions of ÖBB 2023 (GHG balance)

The ÖBB GHG balance is calculated and audited annually by the Federal Environment Agency. Scope 3 emissions are also listed in addition to Scope 1 and Scope 2. The data currently available for a detailed quantity-based calculation of Scope 3 emissions is not yet sufficient, particularly in the areas of procurement of capital and consumer goods and services. An estimate (with bandwidth) is therefore presented in an extrapolated form. It is based on a calculation (spend-based method) by external experts from 2018 (data basis 2017). The detailed preparation and calculation of these Scope 3 subcategories is undertaken step by step. A detailed calculation has already been completed for the Scope 3 categories of fuel and energy-related emissions, waste, business travel (air travel), employee commuting and leased and rented property, plant and equipment.

GHG emissions of the international (fully consolidated) ÖBB companies are also included. The strategic focus of ÖBB’s climate change mitigation strategy is nevertheless primarily on reducing the national CO₂ footprint in Austria. A detailed analysis of the national emission values is provided for this purpose. 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 2023 GHG balance for ÖBB national (AT), transmission losses were also taken into account in the generation of traction current.

GHG emissions: Total footprint of ÖBB (national and international) in 2023 GRI 305-1, 305-2, 305-3, 305-5**Representation based on Scopes 1, 2 and 3
(market-based view¹⁾)**

| in CO ₂ eq in tonnes | Scope 1 | Scope 2 | Total Scope 1+2 | Scope 3 ²⁾ | Comparison to 2022 total Scope 1+2 |
|---------------------------------|----------------|---------------|-----------------|----------------------------------|---------------------------------------|
| ÖBB national (AT) | 245,921 | 17,144 | 263,065 | 1,700,000 – | 275,469 |
| ÖBB international | 34,748 | 82,821 | 117,569 | 2,600,000 | 88,398 |
| Total | 280,669 | 99,965 | 380,634 | 1,700,000 – 2,600,000 | 363,867 |

NOTE:

Scope 2: ÖBB national (AT) and ÖBB international: market-based view¹⁾, 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.

¹⁾ 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 as a whole (national + international) amount to 395,395 tonnes (market-based: 99,965 tonnes).

²⁾ Range indication: Scope 3 emissions from the procurement of capital and consumer goods and services in particular currently extrapolated for 2023 on the basis of a rough calculation from 2017. Value varies annually depending on actual procurement volume (especially construction infrastructure, vehicle procurement). Detailed baseline data and GHG emissions for 2023 are already available for the following sub-categories: fuel and energy-related emissions, waste (hazardous waste), business travel (air travel), employee commuting, leased and rented property, plant and equipment

Note: Work is already underway to collect basic data for further detailing 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 2023. The GHG balance presented is based on a total ÖBB energy requirement of approx. 3,518 GWh (ÖBB national + ÖBB international) in 2023 (2022 value: approx. 3,622 GWh).

Energy consumption ÖBB national and international in 2023 GRI 302-1

| Energy use in Gigawatt hours (GWh) | ÖBB national (AT) | | ÖBB international ¹⁾ | |
|---|-------------------|----------------|---------------------------------|--------------|
| | 2023 | 2022 | 2023 | 2022 |
| Traction current (incl. losses) ²⁾ | 1,641.5 | 1,657.5 | 369.0 | 404.4 |
| Three-phase current | 294.0 | 296.7 | 7.0 | 8.2 |
| Natural gas | 115.8 | 135.1 | 9.1 | 14.2 |
| District heating and cooling | 128.0 | 123.1 | 0.1 | 0.1 |
| Solid and liquid fuels | 13.9 | 18.8 | 0.0 | 0.0 |
| Fuel (rail and road vehicles) ¹⁾ | 811.1 | 836.4 | 128.9 | 127.3 |
| Total energy demand | 3,004.3 | 3,067.6 | 514.0 | 554.2 |

NOTES:

¹⁾ ÖBB international was surveyed for the first time for 2021 - therefore 20% risk premium on values for 2021, 2022 and 2023 to cushion possible inaccuracies in the data collection. Work is in progress to improve data quality.

²⁾ Due to the operation of the traction current infrastructure in Austria, transmission losses occur within the system boundary of the ÖBB-Group.

| Climate-related consumption for Sustainable Finance Framework GRI 2-4 | 2023 | 2022 | Target |
|---|-------|-------|--------------|
| Total energy consumption of ÖBB-Technische Services-Gesellschaft mbH in kilowatt hours per square metre per 100 employees (FTE) ¹⁾ | 5.56 | 6.40 | 6.04 (2030) |
| Energy consumption traction current of ÖBB-Produktion Gesellschaft mbH in total gross tonne-kilometres per kilowatt-hour | 40.42 | 40.54 | 41.49 (2028) |

¹⁾ The data collection period is from 01.04 to 31.03 of the following year. Note: The greatest need for heating is from December to March.

Decarbonisation along three strategic areas

ÖBB is pursuing its climate targets and decarbonisation in three areas: Mobility (ÖBB's core business), buildings / fixed installations and Scope 3 emissions. Solid data is available for the decarbonisation pathways in the areas of mobility and buildings / fixed installations (Scope 1 and 2). The development of reduction measures to achieve the strategic objectives of ÖBB's climate change mitigation strategy in these areas is underway. Detailed data is also available for several Scope 3 sub-categories used to calculate GHG emissions. Others are being developed, such as transport by third parties. ÖBB's remaining Scope 3 emissions – e.g. from procurement – are currently calculated using the "spend-based method". The following detailed information shows the CO₂ footprint of ÖBB in Austria (ÖBB national) in 2023, describes the GHG emissions for these three areas and the developments compared to 2022:

GHG emissions: Footprint of ÖBB national (AT) in 2023 GRI 305-1, 305-2, 305-3, 305-5

Representation based on Scopes 1, 2 and 3 (market-based view¹⁾)

| in CO ₂ e in tonnes | Scope 1 | Scope 2 | Scope 3 | Total 2023 | Total 2022 |
|--|----------------|---------------|------------------------------|------------------------------|------------------------------|
| Passenger transport (PV) rail | 43,624 | 74 | | 43,698 | 48,039 |
| Freight transport (GV) rail | 28,940 | 34 | | 28,974 | 31,262 |
| Refrigerant losses rail | 6,793 | | | 6,793 | 7,946 |
| Postbus | 116,935 | 1 | | 116,936 | 117,142 |
| Refrigerant losses Postbus | 5,085 | | | 5,085 | 4,474 |
| Intra-company transport (incl. company vehicles, own trucks,...) ²⁾ | 17,155 | | | 17,155 | 17,352 |
| Total Mobility | 218,532 | 109 | | 218,641 | 226,215 |
| Power | | 434 | | 434 | 197 |
| Heat (fossil) | 26,603 | 15,502 | | 42,105 | 47,085 |
| Heat (renewable) | 9 | | | 9 | 3 |
| Cold | | 1,099 | | 1,099 | 1,012 |
| Refrigerant losses Buildings (incl. SF6) | 777 | | | 777 | 957 |
| Total Buildings / fixed installations | 27,389 | 17,035 | | 44,424 | 49,254 |
| Total Mobility and Buildings / Fixed installations | 245,921 | 17,144 | | 263,065 | 275,469 |
| Fuel and Energy-related emissions Mobility ³⁾ | | | 63,017 | 63,017 | 62,151 |
| Fuel and energy-related emissions Buildings ³⁾ | | | 17,927 | 17,927 | 21,268 |
| Abfall ⁴⁾ | | | 66,224 | 66,224 | 58,411 |
| Business travel (air travel) | | | 1,064 | 1,064 | 1,057 |
| Commuting of employees ⁵⁾ | | | 33,323 | 33,323 | 27,991 |
| Leased and leased property, plant and equipment | | | 4,672 | 4,672 | Not available yet |
| Remaining subcategories such as procurement of capital and consumable goods or services, upstream transport... ⁶⁾ | | | 1,500,000 | 1,500,000 | 1,500,000 |
| | | | - 2,400,000 | - 2,400,000 | - 2,200,000 |
| | | | 1,700,000 – 2,600,000 | 1,700,000 – 2,600,000 | 1,700,000 – 2,400,000 |
| Total Scope 3 emissions | | | 1,700,000 – 2,600,000 | 1,963,065 – 2,863,065 | 1,975,469 – 2,675,469 |
| Total amount | 245,921 | 17,144 | 1,700,000 – 2,600,000 | 1,963,065 – 2,863,065 | 1,975,469 – 2,675,469 |

NOTE:

¹⁾ 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: 312,573 t (market-based: 17,144 t).

²⁾ Internal transport includes GHG emissions from: Passenger and commercial vehicles (own lorries), special rail vehicles, plant transport, operation of forklift trucks,...

³⁾ Scope 3 from Mobility and Buildings.

⁴⁾ GHG assessment of hazardous waste.

⁵⁾ Evaluation of GHG emissions via model calculation by the Federal Environment Agency.

⁶⁾ Range indication: Scope 3 emissions from the procurement of capital and consumer goods and services in particular currently extrapolated for 2023 on the basis of a rough calculation from 2017. Value varies annually depending on actual procurement volume (mainly construction infrastructure, vehicle procurement). Detailed baseline data and GHG emissions for 2023 are already available for the following sub-categories: fuel and energy-related emissions, waste (hazardous waste), business travel (air travel), employee commuting, leased and rented property, plant and equipment

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.

*Note: Items also include a small proportion of Scope 3 emissions from ÖBB international.

CO₂ offset

GHG emissions arising in the 2023 reporting year from business-related air travel (Scope 3 emissions from business travel) and Scope 1, Scope 2 and Scope 3 emissions from the Rail Cargo Group’s warehouses in Lenzing and Freudenuau will be offset retrospectively in 2024.

Development of emissions in 2023

Greenhouse gas emissions (Scope 1, 2) from ÖBB Mobility in Austria reduced to approx. 219,000 tonnes in 2023 (py: approx. 226,000 tonnes). Greenhouse gas emissions from rail transport decreased by approx. 6,600 tonnes in 2023 compared to the previous year. In passenger transport, this is due to the increase in transport services thanks to e-traction and a decrease in diesel consumption. The reduction in GHG emissions in freight transport is primarily due to the decline in transport services. GHG emissions for the Postbus were kept at the same level as in 2022 despite an increase in transport performance (due to higher capacity utilisation and initial positive effects from the operation of e-buses). Diesel consumption in Rail Equipment GmbH and CoKG’s internal transport fleet was reduced by approx. 180,000 litres in 2023 compared to 2022. GHG emissions in 2023 in the buildings sector decreased from approx. 49,300 tonnes in 2022 to approx. 44,400 tonnes. In particular, there has been a larger decrease in emissions for heat (fossil). The phase-out of heating oil that began in 2019 / 2020, the gradual phase-out of fossil gas and the energy-saving campaign triggered by energy shortages and inflation are having a positive impact in this regard. Some of the GHG emissions shown for Scope 3 subcategories have already been specifically calculated and some are still extrapolated. A development from 2023 compared to 2022 is therefore only possible for subcategories that have already been specified in detail. The recognisable slight increase in emissions is mainly due to higher emissions from waste disposal, partly also due to an increase in individual emission factors in Scope 3. Another Scope 3 sub-category, “leased and rented property, plant and equipment”, is also reported for the first time.

Development of specific emission factors and total CO₂-savings effect of ÖBB transport services in Austria.

The total CO₂ savings effect of ÖBB’s transport services (rail and bus) in Austria in 2023 will be approx. 4.2 million tonnes (2022: approx. 4.0 million tonnes). This figure improved further in the 2023 reporting year, primarily due to the increase in ÖBB transport services in passenger transport and Postbus. The pre-coronavirus level of 2019 with a CO₂ savings effect of approx. 4.2 million tonnes was therefore reached again in 2023.

GHG emissions: Specific CO₂ footprint of rail and bus in Austria

| Specific CO₂eq emissions in the mobility sector (incl. shunting)*¹⁾ | 2023 | 2022 | Target 2028 |
|--|-------------|-------------|--------------------|
| CO ₂ eq in Passenger transport rail in grams pro passenger-km | 4.91 | 5.71 | 4.96 |
| CO ₂ eq in rail freight transport in grams per tonne-km | 3.05 | 2.89 | 2.76 |
| CO ₂ eq in Postbus transport in grams per passenger-km | 54.2 | 59.8 | 58.0 |

¹⁾ Objectives based on the Sustainable Finance Framework 2023, GRI 2-4

NOTE:

Comparative values 2021 according to the Federal Environment Agency: cars: 218.7 g / pkm, aircraft (incl. RFI)*: 501.6 g / pkm, lorries: 88.8 g / tkm. Comparative values from the current Austrian Air Pollution Inventory (OLI) for 2022 are not expected to be available until May 2024, according to the Federal Environment Agency. *Value for short long-distance journeys.

Other significant measures

Climate change mitigation (excerpt)

Green fleet for state-of-the-art maintenance | ÖBB-Infrastruktur AG is investing in emission-free high-performance maintenance vehicles.

Innovative green electricity production | ÖBB is further expanding its environmentally friendly electricity production with new photovoltaic systems.

“Obervellach II” power station fully on track | Green traction current in production here from summer 2024

From rescue train to service jet | ÖBB’s new service jets are revolutionising rescue and fire-fighting work on the ÖBB infrastructure network.

ÖBB-Infrastruktur AG wins Ö3-Verkehrsaward | Award for the world’s first traction current wind turbine.

New Waste Management Act shifts 200,000 tonnes to rail | The amendment to the Waste Management Act in Austria opens up new opportunities for rail transport and the Rail Cargo Group.



Climate change mitigation and training combined | ÖBB apprentices build photovoltaic system on their own home.

ÖBB Bildungscampus St. Pölten awarded Austrian Ecolabel | Awarded with the Austrian Ecolabel after a two-year certification process.

Green freight tariff at the Rail Cargo Group | Since 2023, the Rail Cargo Group has been offering an externally audited emissions certificate as a service for its customers.

Multimodal logistics | A pool of 300 interchangeable superstructures is intended to make the modal shift to rail even more attractive.

G.2. Climate change adaptation 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 impairments as a result of climate change for 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, impairments 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 climate change adaptation 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 here is, for example, on protection against natural hazards and adapted protective forest management. Preventive measures should also be taken to minimise restrictions on energy generation and disruption for customers and employees. ÖBB's catastrophe management and climate change-adapted products in passenger and freight transport are further measures that support climate change adaptation.

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 climate change-adapted maintenance of the area of managed protection forest
- Needs-based facility management for rockfall, torrent and avalanche defences

| Key figures at a glance (focus AT) | 2023 | 2022 |
|---|--------|--------|
| Total rockfall and avalanche barriers in kilometres | 212 | 204 |
| Total torrent control barriers in kilometres | 2.1 | 1.8 |
| Area of managed protective forest in hectares | 3,370 | 3,370 |
| Trees registered in the cadastre | 10,559 | 10,246 |
| Different tree species | 213 | 203 |

ÖBB attaches great importance to implementing only the most necessary adaptation measures so as not to have a negative impact on nature and its existing protective function, as this always means interfering with nature. Such measures include rockfall, torrent and avalanche barriers. In comparison to 2022, the total length of rockfall and avalanche barriers increased to 213 km in 2023 (py: 204 km). The total length of technical installations for torrent protection will be approx. 2.1 km in 2023.

In the future, more damage to railway facilities and line disruptions as a result of storms are to be expected. Sources of danger are mainly storms, which occur in very small areas during thunderstorms, but with high wind speeds. 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, as a central measure.

Extreme weather events repeatedly pose major challenges for the availability of rail infrastructure, which in turn affects punctuality. The geographical terrain in Austria means that there are only very long diversionary routes for trains, so appropriate rail substitution services are mostly provided. This is associated with considerable logistical effort and delays for travellers. Such damage occurrences caused by the weather should be avoided as far as possible and further reduced. This included the launch of the "clim_ect" project in 2019, which was successfully completed in 2021. The project results allow statements to be made on the probability of occurrence of a weather-related damage event. This is achieved by overlapping the meteorological data with weather observations for a specific small-scale reference level. This makes it possible to identify hazard corridors on the rail infrastructure in the future and take preventive action.

The VIF project "INGEMAR" (Intelligent Natural Hazard Management and Risk Assessment) has now been successfully completed. The main results of this are the linking of weather data with the assessment of the condition of technical protective structures and protective forest cover. These are currently used in the ÖBB avalanche warning service. The VIF project KlimZug (climate change adaptation in rail transport by forecasting extreme weather events and changes in energy supply due to climate change) follows on seamlessly from INGEMAR. The forecasting of extreme weather events will be examined and improved from 2022 to 2024.

In 2023, options for the detection of superficial and shallow landslides were developed as part of an FFG research project. These types of landslides are very difficult to predict in terms of their location and are also not announced before they occur. They may be triggered by long periods of precipitation, but also by short periods of very intense rain, such as during thunderstorms. The main aim of the research project is to develop technologies to detect landslide-prone slopes up to a length of 100 to max. 200 m in real time and to take immediate organisational measures (e.g. slowing down or track closures) when a warning is received.

Travel with comfort

ÖBB-Personenverkehr AG is committed to offering its customers a pleasant travelling experience in both hot summer and cold winter. 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. By 2030, the proportion of air-conditioned trains in local and long-distance transport should be almost 100%. It is particularly important to look to the future in the procurement of new equipment. 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 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. This forms the basis for medium- and long-term planning projects. The flood impact plans also form an essential basis for the assessment of third-party flood protection projects that may have an impact on the railway. For example, the plans are used in negotiations for contribution payments from third parties.

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

Climatic changes may also affect the entire railway infrastructure as well as the environment in proximity to the railway (embankments, slopes, torrents and avalanche catchment areas, etc.). Ultimately this may affect the entire railway operation. Such climatic changes may include a rise in average temperatures, an increase in wind speeds or a change in precipitation patterns (more intensive precipitation, rain, snow, etc. in a certain, generally shorter time interval) as well as changes in the 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. This data is 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 about changes caused by climate change. It is, however, particularly difficult to predict localised extreme weather events that result in major consequential damage. The aim of using the constantly updated precipitation data, however, is to provide the best possible basis for the dimensioning of drainage systems.

Highlights 2023

It is essential for the ÖBB Group to analyse potential climate risks in view of the ongoing climate change and its possible consequences. A well-founded climate risk analysis determines whether potential climate hazards could develop into climate risks, which in turn could have a significant impact on business activities. The findings from the analysis are used for the extended reporting obligations under the EU Taxonomy Regulation and the future requirements under the Corporate Sustainability Reporting Directive (CSRD). The climate risk analysis also lays the foundation for the ÖBB Group to take appropriate measures to adapt to climate change. This strengthens climate resilience and secures the Group's performance.

The evaluation of risks from force majeure and natural hazards has been an integral part of risk management for many years. In addition, the assessment of climate risks with a long-term time horizon is becoming increasingly important due to rising extreme weather events, longer periods of heat, etc.

A climate risk and vulnerability analysis in relation to physical climate risks was therefore conducted for the first time in the 2022 financial year (see also section G.8. – EU Taxonomy Regulation). The analysis is based on the best possible climate scenario data available in Austria (ÖKS15). The climate data from 1991 to 2020 was evaluated for the next ten years (2021 to 2030) by applying the data of ÖKS15. The RCP 8.5 climate scenario range was examined for the period 2021 to 2050. Climate scenario RCP 8.5 is a scenario where greenhouse gas emissions remain high.

The process was accompanied by climate experts from GeoSphere Austria – Federal Institute of Geology, Geophysics, Climatology and Meteorology in order to assess the climate scenarios in the best possible way. The negative impact was assessed qualitatively on the basis of a standardised rating scale. Besides the minor standard updates, the Rail Cargo Group's climate risk and vulnerability analysis was also carried out for selected locations outside Austria in 2023. It takes into account the climate hazards of heat waves, wind, river flooding, coastal flooding, changes in precipitation patterns and extreme precipitation.

Various uncertainties (e.g. insufficient database) meant that a quantitative assessment was only conducted where currently possible. A complete quantitative assessment was not performed in the first step.

The natural hazard information map was finalised in 2022 as an additional tool, particularly in the area of rail infrastructure. Natural events along the ÖBB-Infrastruktur AG route network were standardised and objectively recorded nationwide. In 2023, the needs-based updating of the reference maps was started based on this, depending on any natural events and new protective structures. A total of up to approx. 105 km of railway support forest was planted in 2023 to minimise tree toppling and breakage in the direction of the overhead line during storms and thunderstorms. This means that trees that could fall into the track during storms or thunderstorms were removed as required and replanted with suitable tree species. This continues to make a substantial contribution to increasing safety, punctuality and route availability.

An innovative pilot project was implemented in 2023 to better assess unexpected damage and disruption to ÖBB's rail network in the future. This project will see "drone garages" deployed across the route network in future. The drones used send real-time images of the condition of the affected section of road. This saves time by shortening processing times and minimising route closures.

Regulation 09.04 – Design and dimensioning of drainage systems – was updated as required in 2023 in order to make a corresponding contribution to sustainability. This set of regulations now contains a new provision stating that precipitation water should primarily be infiltrated on site before it is discharged into the sewerage system, for example. As a result, the water is fed directly into the natural water cycle. Numerous studies and observations have also shown that the railway's various retention and infiltration basins are important wetland habitats in the landscape.

Outlook for 2024

The next more detailed evaluation of potential climate risks will take place in connection with the transition to the European Sustainability Reporting Standards (ESRS) E1 – Climate Change. In addition, GeoSphere Austria – ÖBB's cooperation partner – will provide the EURO-CORDEX data including statistical error correction in Q3 2024 to further refine the CRVA abroad.

In 2024, work will also continue on the restoration of the protective forests in order to ensure the stability of the protective forests and their protective function against natural hazards and soil erosion. Reforestation has the highest priority as a result. This is intended to promote regeneration and 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

Climate change adaptation (excerpt)

Flood vulnerability | Findings of the analyses as a basis for the evaluation of flood protection projects by third parties.

Preventive tree removal – "railway support forest" | Preventive tree removal is intended to minimise disruption to the railway caused by branches or falling trees during storms and thunderstorms.



G.3. Emissions (excl. CO₂)

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 means of transportation, but it also causes emissions. Besides greenhouse gas emissions (note: GHG emissions, see chapter G.1. climate change mitigation), classic air pollutants such as nitrogen oxide (NOX) and nitrogen dioxide (NO₂) are also emitted. These are generated by rail, bus and internal company transport using diesel as well as by 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 direction, ÖBB aims to reduce all types of emissions that may pose a burden on people and the environment. This is all the more true as rail transport will continue to increase. With effective measures, ÖBB aims to minimise the potential impact of emissions on local residents and nature, while at the same time optimising 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 change mitigation 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 the acceptance of rail as a climate-friendly means of transport – especially noise emissions from freight wagons. As a result, “quiet trains” increase local residents’ acceptance of the railway. ÖBB’s aim is to further reduce the impact of noise emissions and shocks (vibrations) on residents living near railway lines. At the same time, this will further increase travelling comfort for passengers (e. g. night trains). The system view of the interaction between infrastructure and vehicles is crucial to achieving this objective.

Infrastructure measures

- Efficient stationary noise protection measures, together with BMK, federal states and communities – by promoting noise protection walls and dams (almost 1,000 km of routes are already covered) and the installation of 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”. They are approx. 10dB quieter than before the conversion.
- Noise reduction measures through ongoing maintenance operations on 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 (a selection of research projects is available as part of the “Quiet tracks” initiative at <https://konzern.oebb.at/de/leise-gleise/forschung-entwicklung>)
- Measures to minimise shocks / vibrations (e.g. condition of the track, structure / layering of the track substructure)

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 contact 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 was completed in 2023. By the end of 2023, over 99% of Rail Cargo Austria AG’s fleet will be equipped with quiet brakes and therefore already meet the legal requirements that apply from 2024. This measure corresponds to the implementation of the European TSI Noise requirements so that freight wagons will be allowed to run on quieter routes from 2024.
- 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: CO₂ emissions are dealt with in chapter G.1 Climate change mitigation.

Classic air pollutants (NO₂, NO_x,...) 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.

Objectives

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: 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 change mitigation (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. These sometimes have a significant impact on animal, plant, and human life. Conversely, sufficiently illuminated traffic areas are also essential for the safety of ÖBB customers and employees as well as for railway operations. A sensitive approach is required when it comes to reducing light pollution, and the same applies to the reduction of electromagnetic fields. Consideration of all interests is necessary in both cases.

The use of electrical energy for the supply of traction current 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).

| Key figures at a glance | 2023 | 2022 |
|---|-------------|-------------|
| Noise | | |
| Noise barriers in kilometres | 971 | 960 |
| Noise barriers in kilometres | 65 | 65 |
| Infrastructure-related investments in noise protection in EUR million | 6.4 | 4.7 |
| Freight wagons with LL soleplate (low-noise brake pads) in the RCA stock | 16,243 | 16,476 |
| Freight wagons with LL soleplate (low-noise brake pads) in the RCH stock ¹⁾ | 5,329 | 4,584 |
| Emissions | | |
| Österreichische Postbus Aktiengesellschaft ČSAD AUTOBUSY České Budějovice a.s.¹⁾ | | |
| Number of Euro2 and Euro3 buses | 1 0 | 2 0 |
| Number of Euro4 buses | 3 0 | 8 0 |
| Number of buses in lower emission standard classes Euro5 / EEV and Euro6 | 2,478 292 | 2,511 299 |
| Amount of nitrogen oxides (NO _x) from diesel consumption in Austria in tonnes ²⁾ | 1,114 | 1,147 |

¹⁾ Key figure shown applies to foreign countries.

²⁾ Rough calculation approach using an average NO_x value per litre of diesel according to the Federal Environment Agency (2021 data basis).

Highlights 2023

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. As part of the European strategic noise mapping, the Austria-wide noise maps required every five years were submitted as planned (see 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 2023 there were 1,036 km of noise barriers and noise protection dams on 4,935 km of track in the ÖBB-Infrastruktur AG network. An additional 11 km of noise barriers were therefore erected in the 2023 reporting year.

Postbus: Further promotion of low-emission buses.

2,478 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 2023. That is 33 more than at the end of 2022.

An environmentally friendly driving style is required to reduce conventional air pollutants and noise emissions. All Postbus drivers are trained to drive the buses as efficiently as possible. A poster campaign was rolled out at the service centres in 2023 to raise awareness of the fuel-saving traffic light. Alternative drive systems not only cause fewer conventional air pollutants, they are also quieter in operation, which is another reason why the aim is to accelerate the changeover.

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 (NO₂, NO_x) in traffic.

Outlook for 2024

The future of quiet tracks

Future topics for reducing noise emissions from the railway are being developed as part of research projects at ÖBB-Infrastruktur AG: These concern both the systematic and long-term testing of superstructure components as well as surveys on the mutual dependencies between vehicle and track in terms of noise technology. Furthermore, longer-term noise forecasts are being developed. They take into account future developments such as traffic forecasts (cf. VPO 2040+) and transport policy plans (cf. Mobility Masterplan 2030).

Heating oil phase-out

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

Other significant measures

Emissions (excl. CO₂) (excerpt)

Decrease in noise emissions on the Wörthersee railway line | Regular measurement reports show a continuous reduction in noise emissions from the railway on Lake Wörthersee, underlining the effectiveness of the measures that are being taken on an ongoing basis.



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 3.8 Earths.¹ 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. Besides the “classic resources”, the available space is also a valuable commodity, which public transport uses optimally thanks to its particularly efficient utilisation of space. It only requires seven square metres per person transported, in contrast to the 100 square metres taken up by private motorised transport.

ÖBB’s overriding goal is to minimise the use of raw materials and materials and to save resources and, above all, costs. ÖBB wants to reduce chemicals and pollutants in particular as far as possible. Waste should largely be avoided and a circular economy promoted. In terms of land usage, 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 expedite the management of secondary raw materials in order to deal optimally with the existent 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.
- Water consumption is to be kept constant in the future and reduced where possible.
- Reducing soil sealing and land usage 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 the development of a circular economy indispensable and a key sustainability issue. As Austria’s largest mobility service provider, ÖBB aims to play a pioneering role in the circular economy. Accordingly, they want to support Austria as a driving force in the transformation to a sustainable economy. In the 2023 reporting year, ÖBB – with the involvement of all relevant ÖBB companies – began developing a strategy for the circular economy. The aim of this strategy is to decouple economic growth from resource consumption in the long term – by linking successful economic activity, ecological compatibility and social responsibility – and thus implement a sustainable circular economy. The main strategic approaches are the implementation of the circular economy in system and product design, the reduction of primary raw materials, the active conservation of materials and the extension of useful life on the one hand, and the avoidance of waste and environmentally harmful substances on the other. In addition to the principal strategic approaches, there will be a concerted effort at various other operational levels. This is based on the Austrian circular economy strategy. ÖBB’s sustainability strategy is therefore being expanded in Module 4 | Resource management to include a circular economy strategy, accompanied by concrete ambitions, aims and strategic approaches.

ÖBB wants to drive forward the identification and prioritisation of weak points in linear processes and the identification of potential for circular measures. It is therefore helpful to analyse the value creation logic within the industry and the associated framework conditions (such as regulations, trends and natural and technical limits) in the best possible way. In this context, ÖBB intends to apply the concept of the extended value chain to significant and selected products or materials in future. The aim is to describe and analyse the key players involved in the life cycle of the product or material, as well as their core processes and functions.

¹ Source: <https://www.overshootday.org/how-many-earths-or-countries-do-we-need/#:~:text=Humanity%20is%20using%20nature%201.8,the%20resources%20of%201.8%20Earths.>

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 2023, 24% fewer environmentally relevant substances were produced than in the previous year (2023: 1,324 tonnes, py: 1,744 tonnes). 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, auxiliary heaters, electrical elements as well as towing and pushing devices and much more are carefully reconditioned and brought up to date – a process known as “refurbishing”.

The Österreichische Postbus Aktiengesellschaft offers workshop employees a regular washing and repair service for their work clothes. The effect is that the garments remain in use for longer. Those that are beyond repair – including drivers’ uniforms – are used as cleaning cloths in the workshops wherever possible. New clothing is planned for the drivers from 2024. The new uniforms are made of 100% cotton which makes it easier to return them to the resource cycle at the end of their useful life. The Vösendorf traffic control centre has already made it mandatory to return uniforms and rucksacks after leaving the service.

Attention is also paid to conserving resources in rail freight transport. The TransANT freight wagon innovation has reduced material consumption per wagon by 20%. At the end of their life, the freight wagons are completely scrapped and reused for the production of new steel. In 2023, 1,369 tonnes of wagons were scrapped in the Rail Cargo Group in Austria (py: 6,085 tonnes).

ÖBB-Infrastruktur AG attaches just as much importance to the careful use of internal resources as it does to endeavouring to avoid waste and reuse materials. Here an example from track construction: the reuse of track ballast. Existing track ballast is cleaned by machine and reinstalled in the ballast bed. Excavation machines (AHM) are used for subsoil remediation. 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, i.e. 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 (focus on AT) | 2023 | 2022 |
|---|---------|---------|
| ÖBB-Technische Services-Gesellschaft mbH - component preparation in pieces | | |
| Pneumatic and brake components | 44,268 | 42,168 |
| Diesel engines / transmissions | 190 | 199 |
| Air-conditioning units | 1,342 | 1,110 |
| Windows | 3,003 | 2,935 |
| ÖBB-Infrastruktur AG – Recovery of track ballast in tons | | |
| Reclaiming track ballast as track ballast | 233,000 | 247,000 |
| Reclaiming track ballast as a base layer | 10,000 | 22,000 |

Waste 306-1, 306-2

Waste is to be one of the main strategic approaches in the structuring of the circular economy. This should ensure that existing resources are utilised optimally. To this end, the development of a raw materials management system at ÖBB is being driven forward. ÖBB-Infrastruktur AG accounts for approx. 99% of the waste generated by the ÖBB Group. This results from the tasks as the client of large construction projects in the course of investments (renewal / new construction / expansion), but also in maintenance (inspection / maintenance / fault clearance / repair). In 2023, approx. 3.70 million tonnes (py: approx. 6.74 million tonnes) of waste was generated, 45% less than in 2022. Non-hazardous waste at approx. 3.65 million tonnes (py: approx. 6.71 million tonnes) accounts for the largest share of the ÖBB Group’s total waste volume (hazardous waste: approx. 0.05 million tonnes; py: approx. 0.03 million tonnes) Approx. 97% of non-hazardous waste volumes are attributable to waste from construction activities, which fell by 46% compared to the previous year and currently stands at approx. 3.55 million tonnes (py: approx. 6.59 million tonnes).

The sharp fall in the amount of landfilled material is due to natural fluctuations in the project activity of major construction activities in the infrastructure sector (tunnelling projects). As in the previous year, approx. 53% (py: 53%) of construction waste was sent for disposal and approx. 99% (py: 99%) was sent to external landfills. Approx. 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 a considerable increase compared to the previous year in 2023, more oil-contaminated excavated material and mineral fibre waste with hazardous fibre properties was generated.

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 passed on exclusively to authorised waste collectors or treaters on the basis of contracts / agreements concluded for the entire ÖBB Group via the RCL-ES. 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 ÖBB-Infrastruktur AG's major infrastructure projects is disposed of separately as part of the 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 sheet and other electronic data management reports [EDM], reports in accordance with the Contaminated Sites Remediation Act [ALSAG], etc.).

The company-owned landfills of ÖBB-Infrastruktur AG are of particular importance in this respect. These are essential components of infrastructure projects (including the Semmering Base Tunnel or construction of the Koralm railway) in the public interest (railway construction engineering [EB] / environmental impact assessment procedure [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.

Waste disposal schedule of the ÖBB Group (domestic and abroad) GRI 306-3 to 5

| Type of waste in tonnes (t) ¹⁾ | Waste from construction projects | | Company waste | | Scrap | | Communal waste | | Total | |
|---|----------------------------------|------------------|---------------|---------------|---------------|---------------|----------------|---------------|------------------|------------------|
| | 2023 | 2022 | 2023 | 2022 | 2023 | 2022 | 2023 | 2022 | 2023 | 2022 |
| Recycling (handover to recycler) ²⁾ | 8 | 0 | 815 | 0 | 25 | 0 | 0 | 0 | 849 | 0 |
| Other recycling: mechanical, biological and chemical-physical processes ³⁾ | 17,381 | 448 | 4,319 | 2,179 | 8 | 39 | 5 | 2 | 21,713 | 2,668 |
| Other recovery: energy recovery | 21,188 | 21,138 | 1,331 | 3,493 | 0 | 0 | 0 | 0 | 22,519 | 24,631 |
| Utilisation | 38,578 | 21,586 | 6,465 | 5,672 | 33 | 39 | 5 | 2 | 45,082 | 27,299 |
| Off-site landfills | 2,418 | 855 | 27 | 418 | 0 | 9 | 0 | 0 | 2,446 | 1,282 |
| Elimination | 2,418 | 855 | 27 | 418 | 0 | 9 | 0 | 0 | 2,446 | 1,282 |
| Hazardous waste | 40,996 | 22,441 | 6,492 | 6,090 | 33 | 48 | 5 | 2 | 47,527 | 28,581 |
| Recycling (handover to recycler) | 1,169,643 | 1,334,057 | 8,389 | 32,008 | 54,338 | 61,801 | 3,731 | 3,829 | 1,236,101 | 1,431,694 |
| Other material recycling: reuse outside of construction projects ⁴⁾ | 352,388 | 1,626,438 | 0 | 0 | 0 | 0 | 0 | 0 | 352,388 | 1,626,438 |
| Other material recycling: reuse outside of construction projects | 104,329 | 107,707 | 0 | 706 | 0 | 0 | 0 | 0 | 104,329 | 108,413 |
| Other recycling: mechanical, biological and chemical-physical processes ⁵⁾ | 0 | 56 | 15,871 | 5,934 | 15 | 0 | 656 | 0 | 16,542 | 5,990 |
| Other recovery: energy recovery | 215 | 586 | 3,577 | 3,286 | 0 | 0 | 12,475 | 10,347 | 16,267 | 14,219 |
| Utilisation | 1,626,576 | 3,068,844 | 27,838 | 41,933 | 54,353 | 61,801 | 16,863 | 14,176 | 1,725,628 | 3,186,754 |
| Off-site landfills | 1,897,966 | 2,616,703 | 3,435 | 4,183 | 360 | 132 | 485 | 239 | 1,902,246 | 2,621,257 |
| Company-owned landfills ⁶⁾ | 20,532 | 903,852 | 0 | 0 | 0 | 0 | 0 | 0 | 20,532 | 903,852 |
| Elimination | 1,918,498 | 3,520,555 | 3,435 | 4,183 | 360 | 132 | 485 | 239 | 1,922,778 | 3,525,109 |
| Non-hazardous waste | 3,545,073 | 6,589,399 | 31,273 | 46,116 | 54,713 | 61,933 | 17,347 | 14,415 | 3,648,406 | 6,711,863 |
| Total waste | 3,586,069 | 6,611,840 | 37,765 | 52,206 | 54,746 | 61,981 | 17,353 | 14,417 | 3,695,934 | 6,740,444 |
| thereof utilisation | 1,665,153 | 3,090,430 | 34,303 | 47,605 | 54,386 | 61,840 | 16,868 | 14,178 | 1,770,710 | 3,214,053 |
| thereof elimination | 1,920,916 | 3,521,410 | 3,462 | 4,601 | 360 | 141 | 485 | 239 | 1,925,224 | 3,526,391 |

¹⁾ 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.

²⁾ The category "Hazardous waste: Recycling (transfer to recycler)" was added compared to the previous year.

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

⁴⁾ The considerable fluctuations in construction activity have resulted in lower volumes for reuse in construction projects, such as the progress of the Koralm railway.

⁵⁾ Deviations occur in the waste data due to the strong fluctuations in the operation and maintenance of the plants.

⁶⁾ Deviations may also occur in the waste data due to the strong fluctuations in the operation and maintenance of the plants. Example: Sludge from wastewater treatment, without hazardous substances.

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. Österreichische Postbus Aktiengesellschaft and ÖBB-Infrastruktur AG also have springs that are located on railway land and are used on the basis of existing water rights. In general, ÖBB does not operate water treatment plants for municipal waste water, but discharges it into the central, public sewer system.

In 2023, there was a reduction in water consumption of approx. 18% compared to the previous year; water consumption in the ÖBB Group in Austria and abroad amounted to approx. 1.8 million m³ in 2023 (py: approx. 2.2 million m³). The deviation from the previous year is partly due to process optimisation and improvements in data quality.

A central point for the guarantee of a long-term safe and stable track system is the sustainable track drainage of the track of railways. This is precipitation water from the direct track area and water flowing in from embankments. Regular railway operations in principle 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 achieved by conducting project-specific chemical analyses of the rainwater discharged during the individual construction phases. Water is discharged into receiving waters such as streams, rivers and groundwater in accordance with the provisions of the Water Act and only in compliance with the relevant water law authorisations (e.g. purification of water using humus filters in infiltration basins).

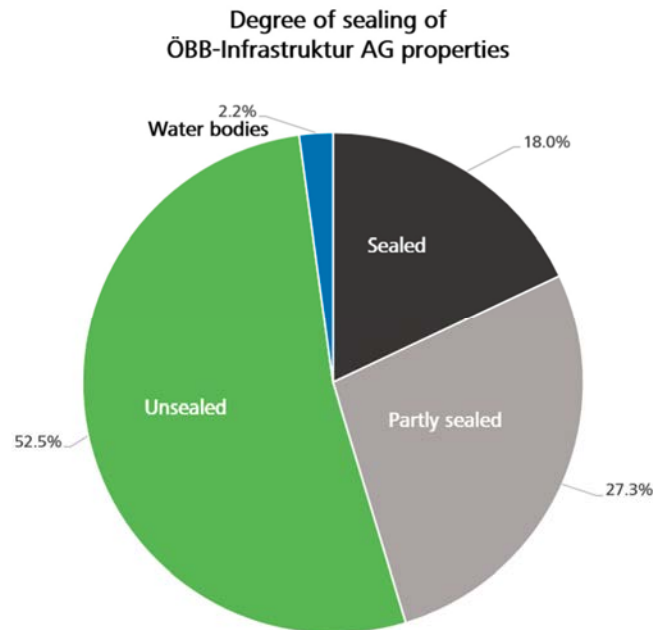
The water is collected separately in the event of possible incidents (e.g. in the tunnel). The discharges are always equipped with gates that are closed immediately in the event of a malfunction. This prevents the discharge of contaminated water into the water courses.

Land area and soil

The construction length² of the ÖBB railway network in 2023 is approx. 4,935 km (py: approx. 4,935 km), the land area approx. 188.7 km² (py: approx. 189.4 km²). This means that the area of land has decreased minimally compared to the previous year and the length of the route has remained constant. 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 VCÖ has shown that roads including parking spaces require 18 times more area than rail infrastructure. Rail only needs a third to a sixth of land area compared to road for the same transport performance. In 2020, the Pro-Rail Alliance calculated that 100 square meters of land area 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. In recent years, the road network has grown by several hectares per day, while the rail network has in turn shrunk. 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.

A project of ÖBB-Infrastruktur AG had the task of better assessing the land cover and utilisation potential of all railway land owned by the sub-group. The project "Potential area analysis" 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 Life Sciences and completed in 2021. Various satellite data and publicly available databases were used to create an accurate picture of the ground cover on railway land. Nearly 24,000 properties on over 18,800 hectares throughout Austria were analysed.

² Operational length changed to construction length due to more accurate calculation methods (operational length 2022: 4,843 km).



Sealed: Car parks and traffic areas, buildings; Semi-sealed: Railway ballast, gravel surfaces; unsealed: Grassland, farmland, woodland and shrubland, gardens.

Source: Schauppenlehner, T., Hainz-Renetzeder, C., Lux, K., Frühwirth, R. (2022): Determination of the economic, social and ecological potential of ÖBB open spaces - final report. Institute for Landscape Development, Recreation and Conservation Planning, University of Natural Resources and Applied Life Sciences, Vienna. 75 S (on behalf of ÖBB-Infrastruktur AG).

In total, ÖBB has more unsealed forest and meadow areas than sealed traffic areas. There are particularly high proportions of forest in the provinces of Tyrol, Vorarlberg and Carinthia. They fulfil the important protective forest function for the rail infrastructure in the alpine route areas. In regions with few forests, such as Burgenland, the forests on railway land increase the diversity of the landscape. The higher rail network density, high-capacity lines and larger railway stations mean that the federal states of Vienna, Lower Austria and Upper Austria have a high proportion of railway lines. Water surface areas also make up a significant proportion of the railway land in the provinces of Salzburg and Vorarlberg. The large hydroelectric power storage lakes for traction current production are located there.

The project also developed and visualised various case studies on extensive, sustainable land use, such as urban gardening, grazing, energy production, etc.

In 2023, ÖBB-Produktion Gesellschaft mbH began the remediation of oil separators at twelve locations in order to prevent the contamination of soil with fossil fuel in the area of diesel filling stations. The refurbishment work is scheduled for completion in spring 2024. The replacement of ballast contaminated with diesel fuel is also to continue as in previous years. The Knittelfeld support centre was involved this year, with other support centres to follow.

Résumé and outlook 2024

The process towards an effective and economical circular economy in the ÖBB Group is currently underway. In 2023, several initiatives were taken to improve the circular economy. Firstly, this area was 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 is the Austrian circular economy strategy, which was published in December 2022.

A new land surface inventory is also planned for 2024, from which strategic objectives will then also be derived.

Other significant measures

Resource management (excerpt)



Recyclable uniforms | Project with the aim of keeping the textiles used for uniforms in circulation for longer and thus reducing the amount of waste.

Remediation of oil separators | Oil separators at twelve ÖBB-Produktion Gesellschaft mbH sites were remediated in order to prevent potential contamination of the soil by fossil fuels in the vicinity of diesel filling stations.

Clean track facilities | In 2023, contaminated ballast was replaced with clean material at the Knittelfeld base in order to protect the soil and groundwater from diesel fuel contamination.

Goodbye shunting notices | Since August 2022, the Rail Cargo Group has been providing digital information about load-related restrictions and special consignments for national transport operations. This saves approx. 56,000 labels per year and means cost efficiency and resource conservation.

Eliminating microplastics in cleaning | In the course of this project by ÖBB-Operative Services GmbH & Co KG, the ingredients and plastic materials used in cleaning products and their impact on people and the environment were analysed together with students. Alternative cleaning products were also being sourced. The high potential for reducing microplastics is such that the research project is to be expanded over the next few years.

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

Management approach

ÖBB operates a route network of almost 5,000 kilometres in order to offer its customers a comprehensive rail service throughout Austria. In total, there are approx. 10,000 kms of railway track running through and into the countryside. 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.

As a climate change mitigation company, ÖBB also wants to contribute to the preservation of biodiversity in the country, as climate development and biodiversity also influence each other. 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

- The mobility and infrastructure-related goals and measures from the Austrian Biodiversity Strategy 2030+ are being implemented in close coordination with the BMK.
- 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".
- ÖBB wants to implement targeted initiatives to create and improve habitats on and in the vicinity of the railway as far as possible.
- Species and nature conservation measures should be achieved 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 continue to expedite fauna and flora diversity. The extensive and near-natural management of the railway lines and various areas along the railway serve as a refuge and migration corridor for rare animal and plant species. At the same time, these are areas that link different habitats in Austria. 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 2023, 8,671 kilometres of track were checked for existing vegetation (cf. 2022: + 4%) and treated with protective herbicide agents if necessary. Approx. 1.5 tonnes of active substances (flumioxazin, flazasulfuron, iodosulfuron, diflufenican) were used, 0.3 tonnes more than in the previous year. The difference compared to the previous year is due to an increase in the number of track kilometres monitored and the inclusion of iodosulfuron and diflufenican in the standard application. In 2022, these active substances were only used on a trial basis. A comparison of the track areas actually treated and the controlled track areas shows that the same proportion of controlled areas required treatment in 2023 as in 2022. When interpreting the key figures, it is important to bear in mind that plant growth on the track surface, for example, is influenced by various environmental factors such as rain or heat. The same applies to the use of spraying equipment.

| Key figures at a glance (focus AT) | 2023 | 2022 |
|--|-------|-------|
| Amount of active ingredient used in kilograms per year | 1,497 | 1,168 |
| <i>of which Glyphosate</i> | 0 | 0 |
| Track checked for vegetation in kilometres | 8,671 | 8,340 |
| Area checked for vegetation in hectares | 5,877 | 5,642 |
| Areas actually treated in hectares | 1,828 | 1,775 |
| Proportion of the controlled area treated in per cent | 31 | 31 |

In December 2017, the EU Commission extended the possible use of glyphosate by five years. ÖBB-Infrastruktur AG's objective of not using glyphosate on ÖBB railway tracks was achieved at the beginning of 2022. There was a switch to alternatively available plant protection products. In addition, ÖBB-Infrastruktur AG continues to participate intensively in research projects. A mix of methods – chemical, mechanical, physical (thermal / electrical) – are to be used in the future. However, until other methods have achieved effectiveness and track suitability, the treatment of track systems with plant protection products remains the most important measure – for chemical vegetation control and for monitoring the vegetation in the track area. ÖBB-Infrastruktur AG is also involved in an international exchange with other railway operators. The aim of this exchange is to find solutions to this problem, which is similar for the entire railway sector. GRI 304-2

Highlights 2023

At the end of 2022, the Austrian Biodiversity Strategy 2030+ was published by the BMK after some delay. This includes numerous measures for the traffic and transport infrastructure sector, which require greater consideration in the coming years. The official kick-off, at which all federally owned transport infrastructure operators were invited to a round table at the BMK, took place in autumn 2023. The first measures for habitat networking and the "ecological upgrading" of infrastructure support areas have already been implemented.

In April 2023, an 800-metre section of overhead line on the line between Parndorf and Pama, which is particularly critical for great bustards, was also secured with "fireflies". These increase the visibility of the line for the birds and are intended to prevent collisions in flight. In future, the secured area is to be extended even further.

Another highlight of 2023 was receiving the "Excellence in Railway Publications Award" from the UIC - International Union of Railways, for the "Guidelines on Managing Railway Assets for Biodiversity" published in May 2023. These guidelines were developed as part of the UIC project "Reverse" of the UIC working group "Sustainable Landuse", which ÖBB-Infrastruktur AG chairs together with a colleague from Network Rail.

The “FloraMon” project included the development of a prototype system for the area-wide recording of vegetation density as well as relevant and particularly problematic plant species. FloraMon is a joint research initiative of ÖBB-Infrastruktur AG and ASFINAG with Johanneum Research Forschungsgesellschaft and biohelp GmbH. The project is engaged in the visualisation of plants along the rail and road network at very high speed. The recorded data is evaluated with regard to the location and frequency of occurrence of specific plant species (neophytes and others) using AI methods and the clear presentation of this plant information is transferred to geographical information systems (GIS). This means that vegetation control measures adapted to the plant growth can be carried out in the future.

Outlook for 2024

The implementation of the mobility and infrastructure-related aims and measures from the Austrian Biodiversity Strategy 2030+ will be the focus in the coming years in close coordination with the BMK.

In 2024, Österreichische Postbus Aktiengesellschaft is once again planning to collaborate with the University of Innsbruck on the topic of “insect monitoring”. The presence of certain insect species is monitored by means of so-called swab samples, which are taken after bus journeys on selected routes in Austria. This information also helps to develop new protection strategies.

Other significant measures

Biodiversity and species diversity (excerpt)

Orchards for biodiversity | The planting of 20 trees at the Logistics Centre Györszemere (Hungary) and the installation of a photovoltaic system was completed in 2023.

Flower meadow for biodiversity | A flower meadow at the Wiener Neustadt base has been promoting biodiversity at the ÖBB-Produktion Gesellschaft mbH site since the summer. The planned introduction of ÖBB rail bees is a further step towards supporting ecological diversity.

Biodiversity Strategy Austria 2030+ | At the end of 2022, the BMK published the “Biodiversity Strategy Austria 2030+” with targets and measures for the transport and infrastructure sector. ÖBB-Infrastruktur AG is to work closely with the BMK to implement this strategy.

Biodiversity analysis | In 2023, all operational sites of the Rail Cargo Group were analysed with regard to “Threatened Species (IUCN)”, “Critical Habitats” and “Protected Areas”.

UIC - Guidelines on Managing Railway Assets for Biodiversity | The UIC working group “Sustainable Landuse” published the “Guidelines on Managing Railway Assets for Biodiversity” in 2023. Chaired by a representative of ÖBB-Infrastruktur AG, these guidelines received the UIC’s “Excellence in Railway Publications Award” in the same year.

Life Danube Free Sky – bird protection | The EU-funded LIFE project “Danube Free Sky” will implement bird protection measures on 63 km of overhead lines from 2022 to 2024 to reduce the risk of electrocution and collision.

Wildlife warning devices for the railway | The VIF research project on testing wildlife warning devices in the railway sector has been completed and the final reports published. The five test tracks created for the project will be retained and transferred to the regional area organisations. In view of the limited experience available worldwide, this research project was pioneering work in the use of wildlife warning devices on railway systems.

Green oasis on former ÖBB grounds | The “New Estate” in Vienna-Favoriten was formerly used to service locomotives and coaches; a new park has been under construction here since 2023.



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. For ÖBB, sustainability is an integral element of its procurement strategy. ÖBB wants to make a substantial contribution to shaping a sustainable and secure future with a stronger focus on ecological sustainability (green procurement) and security of supply in purchasing. As a result, they also want to fulfil their role as a role model and important client for Austria as a business location.

ÖBB takes social principles and ecological criteria into account when procuring services and products. These are incorporated into tender components in a customised and legally compliant manner. The ÖBB Toolbox provides the basis for this and contains a legally verified selection of sustainability criteria. The evaluation of tenders is predominantly based on the best bidder principle rather than the lowest bidder principle. In addition, the TCO-CO₂ model offers the possibility to consider not only the total costs (Total Cost of Ownership or TCO) but also the CO₂ emission costs over the entire life cycle.

Representatives from all lead buyer companies work in the cross-company "Sustainable Procurement" team. They ensure the continuous development of the framework conditions, for example by providing training courses, frameworks and guidelines. The team members also support buyers in the realisation of innovative, sustainable tenders.

The Code of Conduct for Suppliers regulates important ethical principles in the cooperation with ÖBB and covers topics such as "human rights", "environmental protection and climate change mitigation" and "diversity". The code requires acceptance by the suppliers in ÖBB's own purchasing system ProVia before the co-operation. ÖBB also utilises external CSR ratings for strategic suppliers to manage risks along the supply chain. In 2023, 62% of the procurement volume was sourced from suppliers with an external CSR rating. Since 2021, it has also been possible to be classified via ÖBB's own questionnaire. This free option is particularly suitable for small and medium-sized enterprises. The questionnaire is currently being revised and will be adapted to the new legal developments. In addition, ÖBB companies conduct risk-based supplier audits that are continuously developed and adapted to new requirements.

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

Objectives

- ÖBB uses a wide range of sustainability measures vis-à-vis suppliers to provide important impetus to encourage and support suppliers on their path to greater sustainability. Such measures include the use of the TCO CO₂ model, the code of conduct for suppliers and the sustainability assessment.
- As chair of the "Railponsible" initiative and the "European Railways Purchasing Conference" (ERPC), ÖBB also wants to make a significant contribution to making the entire rail industry supply chain more sustainable. The resulting transnational standardisation offers advantages for small and medium-sized enterprises in particular, making it easier for them to gain access internationally.
- With the help of additional tender criteria that cover specific sustainability topics, ÖBB intends to actively promote its strategic goals towards a sustainable future. Examples of this are climate neutrality and recycling management.

| Key figures at a glance | 2023 | 2022 |
|--|-------|-------|
| Order volume in EUR billion per year | 4.35 | 3.95 |
| Number of creditors | 9,673 | 9,350 |
| Order volume from contractors based in Austria in per cent GRI 204-1 | 75.7 | 80.5 |
| Procurement volume assessed for sustainability in per cent GRI 414-1 | 62 | 53 |

Highlights 2023

In 2023, the cross-company “Sustainable Procurement” team was given a higher professional profile. A newly developed roadmap provides an overview of planned work priorities and projects. Communication regarding measures was intensified in order to raise awareness of sustainable procurement both internally and externally. For example, purchasers presented sustainability requirements in their area of activity in external communication channels. The aim is to emphasise the importance of purchasing.

A particular highlight was the procurement conference for a sustainable future for ÖBB. The meeting brought together approx. 300 participants to discuss sustainable procurement issues. The conference provided an important opportunity to emphasise the importance of ecological and social aspects in tenders to ÖBB suppliers. In addition, they were informed about current legislative developments as an outlook and to enable them to prepare in good time. This is particularly important for small and medium-sized enterprises.

The practical support of purchasers is an important component of ÖBB’s strategy. In 2023, all purchasers were therefore trained in the application of sustainability criteria in tenders. The ÖBB Toolbox is the basis for this activity. It has been refined and new possible criteria have been introduced. Additional information on sustainability has also been added to the purchasing manual. This serves as the basis for the onboarding of new employees in Purchasing. GRI 308-1

ÖBB Purchasing has been systematically incorporating the circular economy into procurement since the beginning of the year. Central aspects of this are the definition of tender criteria in order to integrate the circular economy into tenders and systems and to focus on pilot projects. A first pilot project was launched for the product recycling of shirts and blouses. ÖBB works together with other companies that also want to ensure better reuse of textile companies. This increases the quantity and consequently the effect.

Supportive agreements have also been reached internationally. The Railsponsible members agreed on common requirements for self-assessments in order to establish equivalence, as well as on minimum requirements for sustainability audits. In addition, the Head of Strategic Group Purchasing in the ÖBB Group was elected President of the “Railsponsible” initiative in 2023. GRI 2-6

Outlook for 2024

Further pilot projects in the area of climate neutrality and the circular economy will be initiated in the coming year. Moreover, the processes and regulations in the area of sustainable procurement are being further developed. IT projects are to be initiated to facilitate management and ensure better processing options. An expanded application of sustainability criteria in purchasing is also planned. Special priority is to be placed on supporting small and medium-sized enterprises. As members of the value chain, it is essential that they are able to prepare in good time for the reporting obligations of large companies such as ÖBB.

Other significant measures

Sustainable Procurement (excerpt)

Purchased - but sustainably! | In May 2023, ÖBB Purchasing organised the “Procurement conference for a sustainable future” to promote partnership-based cooperation with suppliers. Approx. 300 participants engaged in intensive discussions on key topics such as “decarbonisation”, “circular economy” and “transparency in the supply chain”.

Training programme for purchasers | Implementation of targeted training courses to deepen the application of sustainability criteria in tenders and the TCO-CO₂ model in preparing bids.

Creation of a “sustainable procurement” roadmap | The roadmap should clearly illustrate upcoming tasks and priorities in sustainable procurement. The roadmap also serves as a guideline for future measures.

Circular economy in purchasing | ÖBB Purchasing has developed methods for integrating the circular economy into the procurement process. The focus was on the development of tender criteria and the implementation of pilot projects. All purchasers were trained in the application of these tender criteria.



Further development of frameworks | The ÖBB Toolbox and the Purchasing Manual were optimised and expanded to include additional sustainability information.

AI in the supply chain | A pilot on artificial intelligence (AI) in the supply chain was conducted to further develop ÖBB's data management with regard to sustainability requirements.

Railsponsible minimum requirements for audits and equivalence of self-assessments | In 2023, working groups defined minimum requirements that should apply to sustainability audits. Work was also undertaken on the development of specific requirements for self-assessment so that self-assessments can be recognised in award procedures in the future.

UIC project "Planning / Performing of International Audits" | Joint project between the International Union of Railways (UIC) and some European railway companies such as Rail Cargo Group, Swiss Federal Railways (SBB), Société Nationale des Chemins de Fer Luxembourgeois (CFL) for better monitoring of suppliers.

G.7. Innovation and Technology

Management approach

The ongoing further development of the overall system of mobility, logistics and infrastructure plays an important role in the ÖBB Group. As one of the largest technology users in Austria, the ÖBB Group is committed to demand-orientated R&D activities. They are intended to increase the productivity, capacity and quality of the railway system and make a positive contribution to climate change mitigation and the achievement of national and international climate targets.

The ÖBB Group distinguishes internally between the areas of asset/technology innovation and product/service innovation in the area of research, technology and innovation. The ÖBB technology strategy adopted in 2020 serves as a strategic framework for the former. This set out the R&D priorities on the one hand and the understanding of R&D roles on the other. Part of this understanding of roles is the simplification and harmonisation of operating processes, a stringent impact and needs-oriented approach and the constant consideration of migration planning in all technology developments.

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.

Projects must take into account the premises of application and use-case orientation, the European approach with ensuring a positive impact on the entire European railway system and the migration planning of technology development in order to achieve these aims.

| Key figures at a glance | 2023 | 2022 |
|--|---------------------|-------|
| Asset innovations | | |
| Current research projects in progress | 101 ¹⁾ | 64 |
| Project volume ÖBB share in EUR million ²⁾ | 35.0 ¹⁾ | 29.4 |
| Project volume (ÖBB incl. partners) in EUR million ²⁾ | 519.9 ¹⁾ | 105.8 |
| Research project partners | 45 | 32 |
| Industry project partners | 59 | 38 |
| Project partners SMEs | 94 | 68 |
| Service innovations | | |
| Ideas submitted via internal platforms | 1,655 | 1,410 |

¹⁾ Increase due to the launch of the European R&D programme "Europe's Rail Joint Undertaking" (running from 2023 to 2031).

²⁾ Total duration of current projects.

Highlights 2023

The ÖBB Group is involved in numerous national and international R&D programmes and projects to ensure the further development of the railway system. For example, the ÖBB Group is a programme partner in "Europe's Rail Joint Undertaking" (ER JU) – Europe's largest R&D programme for the rail system.

The aim of the programme, on which rail companies such as ÖBB are working together with industry, research partners and the European Commission, is to implement specific projects to increase capacity for passenger and freight transport and to promote digitalisation and decarbonisation. Increasing efficiency and reducing costs should drive the modal shift to rail and ensure the competitiveness of the railway. These aims are to be achieved through the realisation of concrete, implementation-oriented research and development projects ("flagship projects" [FP]). Besides these research and development projects ("Innovation Pillar"), another focus of the ER JU is the "System Pillar". The aim is to develop a common vision for the European railway system so that it is based on a common operational vision and a multi-layered functional architecture in the future.

The project participations of the ÖBB Group in the current flagship projects are shown below:

- FP1 MOTIONAL (with the participation of ÖBB-Infrastruktur AG): The aim is to develop digital solutions for the implementation of a standardised European traffic management system (TMS)
- FP2 "R2DATO" (with the participation of ÖBB-Infrastruktur AG and ÖBB-Personenverkehr AG): The project focuses on developments for digital and automated railway operations and the further development of ETCS
- FP3 "IAM4RAIL" (with the participation of ÖBB-Technische Services-Gesellschaft mbH): Focus on integrated asset solutions for improved maintenance (e.g. further development of train running checkpoint) from ÖBB-Technische Services GmbH
- FP4 "RAIL4EARTH" (with the participation of ÖBB-Technische Services-Gesellschaft mbH): Project focus is on sustainable and green solutions for rolling stock and infrastructure
- FP5 "TRANS4M-R" (with the participation of ÖBB-Infrastruktur AG, Rail Cargo Austria AG, ÖBB-Technische Services-Gesellschaft mbH, ÖBB-Produktion Gesellschaft mbH and ÖBB-Holding AG): The focus here is on concrete demonstrator projects for testing the Digital Automatic Coupling (DAC) as well as implementation projects for simplified and cross-border rail freight transport throughout Europe.
- FP6 "FutuRe": Project focus (with the participation of ÖBB-Infrastruktur AG, ÖBB-Personenverkehr AG): The aim is to develop cost-effective infrastructure solutions for regional railways and associated simplified and safe train control systems

Another Group-wide focus is on activities in the field of digital automatic clutches (DAC). It is a basic prerequisite for making rail freight transport more attractive and should increase the capacity of the railway system as a whole. Besides the ÖBB Group's participation in the ER JU project "TRANS4M-R", the ÖBB Group also manages the "European DAC Delivery Programme" (EDDP). ÖBB therefore plays a leading role in Europe when it comes to DAC. These projects involve working with other railway companies and the industry to drive forward the further development, testing and migration of the DAC. Development work is currently underway on the new coupling system, including additional applications such as an automated brake test. Subsequently, comprehensive demonstrator trains are planned for 2025 and 2026 in Austria, Scandinavia, Italy and Switzerland. Starting from the end of 2026, DAC pre-deployment trains throughout Europe are to collect important findings on reliability and availability in different regional conditions under normal operating conditions. ÖBB-Holding AG is in charge of coordinating the work for the DAC, which is being realised in close cooperation with the Group companies Rail Cargo Austria AG, ÖBB-Infrastruktur AG, ÖBB-Produktion Gesellschaft mbH and ÖBB-Technische Services-Gesellschaft mbH.

The ÖBB Group's innovation programme has worked intensively on the following three topics in the area of product and service innovations: "AI-supported email classification in customer service", "Customer information" and "Customer world". The results included for example the Jubel Advantage Pack and the Jubel Pack for the Climate Ticket. The Open Innovation team supported the departments on a selective basis alongside the innovation programme, for example on the topics of "circular economy for uniforms", "cycling strategy" and "peak travel days". The Group-wide "ÖBB 360°" project, which focuses on integrated mobility services for communities, regions and companies, continued to be supported this year. In 2023, another focus was on community work. In addition to the Open Innovation Lab at the company headquarters, the Open Innovation Factory was opened in Lassallestrasse in Vienna. The Factory offers 1,000 m² of space for co-creation and co-working and is being developed into a meeting place for the Austrian mobility community. In 2023, a corporate venturing team was also set up to promote the topic of "business model innovations".

Additional project highlights from the area of research, technology and innovation in the ÖBB Group in 2023:

- TARO: The Group-wide "TARO" (Towards Automated Railway Operation) project was completed in 2023. The project covers various areas of the railway system, such as digital twin vehicles, digital twin infrastructure, regional railway technology and improvements in the area of rail freight transport and shunting (such as in the "Autoshunting" project). The results of the work are now to be successively incorporated into regular operations.
- eDigital trip report / driver cockpit (Postbus AG): Österreichische Postbus Aktiengesellschaft continued to focus on the comprehensive digitalisation of operating processes and made considerable progress in this area. The "Driver Cockpit" project enables the digital connection of approx. 4,000 Postbus drivers. In 2023, the digital journey report was introduced as part of this project. The aim is to process approx. 2,200 journey reports per day digitally at Postbus. The digital journey report therefore makes a significant contribution to further increasing the sustainability and efficiency of operational processes.

The Group's internal RTI tool was finalised in order to further increase the visibility of R&D within the ÖBB Group. It is now available to all ÖBB employees. ÖBB employees are provided with an overview of current and completed R&D projects. For example, this provides better transparency for the 101 R&D projects running in the ÖBB Group in 2023 with a project volume of approx. EUR 35.0 million (over the entire term). In addition, ÖBB-Infrastruktur AG published an annual R&D report for the first time, as well as an internal Group website that provides information on the R&D activities of ÖBB-Infrastruktur AG. ÖBB is working with over 200 Austrian and international project partners as part of the research projects. These include approx. 100 small and medium-sized enterprises as well as various national and foreign universities and research institutes. This also emphasises the economic importance of the ÖBB Group's R&D activities.

Outlook for 2024

The main focus of the ÖBB Group in 2024 is the continued participation in "Europe's Rail Joint Undertaking". The project start in 2022 focused on the development of requirements and project principles and is to be followed by successive preparations for potential demonstrators in 2025 and 2026 from 2024.

The two main strategic approaches for product and service innovations are: Simplicity of products and services and attractiveness of the overall offering. Improving customer information will be a key focus in 2024. The topic of "international travelling" will also be a focus of the innovation area.

Other significant measures

Innovation and Technology (excerpt)



Rail4Future | The highlight of the Rail4Future R&D project for railway hardware was a large-scale test on the supporting structure of the Pinkabach Bridge (Lower Austria) in 2023. This was deliberately subjected to realistic stresses from train operation and driven artificially to failure. This trial was the first of its kind in the world and provided findings that had not yet been validated.

AM4RAIL | The research initiatives focus on the implementation of additive manufacturing and 3D printing technologies for rail vehicles.

Automated Resource Planning – resource planning of the future | The so-named ARP programme deals with the integrated and rolling planning of production resources and is intended to lead to an improved deployment of employees and vehicles.

Use of artificial intelligence on the rise | A pilot phase for the use of artificial intelligence to plan shifts is being planned for the first time at the ÖBB-Produktion Gesellschaft mbH site in Floridsdorf. The ÖBB Business Competence Centre has also been successfully using robotic process automation for several years to automate simple and repetitive activities and processes.

Digitalisation in Postbus continues | Besides the roll-out of the digital driver cockpit, communication between drivers and supervisors was also fully digitalised in 2023, and the driver and workshop manual was digitalised.

Community creates mobility | Austria-wide, open community for exchanging and developing joint ideas for the mobility of the future.

G.8. Sustainable Finance

Management approach

In 2015, the UN member states adopted the “2030 Agenda for Sustainable Development”. This defined 17 goals for sustainable development (the “Sustainable Development Goals”, or SDGs for short). The financial market was also assigned a decisive role in implementing this global plan and achieving the targets. 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 leading global financial institutions in 2019 and the EU Taxonomy Regulation, which was launched in 2020 and has been 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 taxonomy key figures are: CapEx, OpEx and turnover. CapEx plays a particularly important role from a financing perspective. Another quality feature recognised by the financial market for the sustainability of a company is the ESG rating. Criteria from the areas of environment, social affairs and governance are used for this purpose.

ÖBB is committed to the sustainable direction 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” component is of essential importance. 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 with an ESG rating will, where possible, focus the majority of their financing logic on the topic of “sustainability” by 2025. Accordingly, their financing will be secured via 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 building blocks with the relevant financing instruments of the Group companies. This should 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. This should be carried out 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. This means that special parameters may be required for any financing. This would be, e. g. information on the sustainability or ESG performance, specific directions and objectives of the companies concerned. These parameters are then developed and reported by the respective Group companies in consultation with the relevant departments of ÖBB-Holding AG. Postbus, for example, was the first company in the ÖBB Group to implement sustainable financing with the support of the Group Finance department. The loan of approx. EUR 5.0 million is linked to taxonomy-eligible investments in 2022 (including all own bus investments) and was utilised to finance the e-buses in the southern Weinviertel region. 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 direction of the companies’ respective business models.

| Corporate Rating | 2023 | 2022 | Target 2030 |
|--|------|------|-------------|
| ESG rating ÖBB-Personenverkehr AG in points out of 100 ¹⁾ | 84 | 82 | 88 |
| ESG rating Österreichische Postbus Aktiengesellschaft in points out of 100 ¹⁾ | 83 | 81 | 91 |
| ESG rating Rail Cargo Austria AG in points out of 100 ¹⁾ | 81 | 79 | 85 |
| ESG rating ÖBB-Technische Services-Gesellschaft mbH in points out of 100 ¹⁾ | 87 | 85 | 91 |
| ESG rating ÖBB-Produktion Gesellschaft mbH in points out of 100 ¹⁾ | 84 | 83 | 91 |
| ESG rating ÖBB-Rail Equipment GmbH & Co KG (out of 100 points) ¹⁾ | 72 | - | - |
| ESG rating ISS-ESG ÖBB-Infrastruktur AG (rating range from A+ to D-) ²⁾ | B- | | - |

¹⁾ Solicitated Rating.

²⁾ non-solicited Rating

Highlights 2023

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 2023. All companies have improved and are still rated “very good”. Rail Equipment GmbH & Co KG was also subjected to an ESG rating for the first time, achieving 72 points.

Moreover, ÖBB-Infrastruktur AG has been regularly evaluated since 2012. This independent assessment is conducted by the leading international ESG rating agency ISS-ESG in the transport infrastructure sector. The most recent update of the rating took place in 2023. ÖBB-Infrastruktur AG was once again rated “B-”, making it PRIME as a top investment for ethical, ecological and socially responsible investment among 58 transport infrastructure companies assessed.

The publication of a Sustainable Finance Framework in the 2023 financial year saw ÖBB as a Group create a document 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.

Furthermore, a sustainable-linked syndicated loan with a volume of approx. EUR 500.0 million was successfully implemented for Rail Cargo Austria AG for the first time in 2023.

Outlook for 2024

The annual revolving rating process for obtaining ESG ratings will be continued in 2024. The partial use of sustainable finance products – for the Group companies with an ESG rating and Rail Equipment GmbH & Co KG – is to be stepped up further. In addition, new financing will be targeted at the sustainable financing market with the support of the Sustainable Finance Framework.

The fundamental strategy regarding future financing partners will also be further developed in 2024. This should be done with regard to how the respective financing partners deal with the topic of “sustainability” in order to set standards for 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

High levels of investment are required to achieve the goals of the EU Green Deal and achieve an effective transformation towards a more sustainable economy. Countries are unable to finance this transformation independently. Additional private investment is needed. The EU action plan “Financing sustainable growth” with ten measures was developed based on these findings. The most important of these is the introduction of a standardised classification system for environmentally sustainable activities – the so-named EU Taxonomy Regulation (EU Taxonomy Regulation). This is intended to promote the channelling of capital flows into environmentally sustainable investments and activities and to avoid greenwashing.

In July 2020, the EU Taxonomy Regulation (2020/852) was published. This states that economic activities are environmentally sustainable if they make a substantial contribution to achieving at least one environmental objective, do not have a significant negative impact on any other environmental objective and comply with minimum social protection standards. The EU Taxonomy contains a total of six environmental objectives (Art. 9 EU Taxonomy). These are climate change mitigation, climate change adaptation, 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.

A simplified implementation (simplification provision) was applied for the first reporting year 2021. In the first year of reporting, the non-financial companies concerned only needed to conduct an evaluation of the taxonomy capability (Article 8 of the EU Taxonomy Regulation) of their economic activities on the basis of the first two environmental objectives (climate change mitigation and adaptation). The publication included the disclosure of the shares of revenue, CapEx and OpEx for taxonomy-eligible and taxonomy-non-eligible economic activities. Since the 2022 financial year, the share of taxonomy-compliant and taxonomy-non-compliant economic activities are to be disclosed in the form of key performance indicators.

As in the 2022 financial year, the shares of taxonomy-eligible economic activities for the first two environmental targets (climate change mitigation and adaptation) will be disclosed in the 2023 financial year in the form of key performance indicators (revenue, CapEx, OpEx). In addition, the shares of taxonomy-eligible economic activities are disclosed for the other four environmental targets and for the new activities added to the two climate targets in June 2023. The determination of the share of taxonomy-compliant economic activities for the other four environmental objectives is not required for the 2023 financial year in accordance with Delegated Regulation (EU) 2023/2486 - for 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 key performance indicators were determined in the 2023 financial year using the same methodology as in the previous year, which also involved updating the impact analysis for all six environmental targets.

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 therefore be in a position to implement sustainable forms of financing in the future. Only ÖBB-Infrastruktur AG is currently a public-interest entity within the ÖBB Group and is therefore obliged to fulfil the provisions arising from the EU Taxonomy Regulation. Nevertheless, as in previous years, this report contains a voluntary assessment from the Group perspective of 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.

Procedure for evaluating taxonomy-eligible and taxonomy-aligned 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. The changes that occurred in 2023 are explained on the following pages.

Taxonomy-eligible economic activities

The evaluation of taxonomy-eligible economic activities was carried out for all six environmental objectives on the basis of Delegated Regulation (EU) 2021/2139, Delegated Regulation (EU) 2023/2485 and Delegated Regulation (EU) 2023/2486. A list of the ÖBB Group's taxonomy-eligible economic activities was drawn up to determine the relevant financial indicators, which is evaluated annually and updated if necessary. The evaluation of taxonomy-eligible economic activities was conducted on the basis of Delegated Regulation (EU) 2021 / 2139, Delegated Regulation (EU) 2023 / 2485 and Delegated Regulation (EU) 2023 / 2486 for all six environmental objectives. The economic activities of Delegated Regulation (EU) 2022/1214 were not analysed further, as the ÖBB Group conducts no economic activities in the field of nuclear energy or fossil gas (see table on page 101). 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 “description of activities” in the respective delegated regulations as well as the processes and business activities in the ÖBB Group.
- The unclear or ambiguous economic activities with the “possibly criterion” were analysed in more detail in coordination meetings with experts.
- Checking the key figures for relevant economic activities. The financial indicators 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. This enables an appropriate standardised data collection.

Taxonomy-compliant economic activities

- The list of identified taxonomy-eligible economic activities was used to determine the relevant financial indicators for the environmental objectives of climate change mitigation and adaptation, and the following further steps were taken: Evaluation of the substantial contribution to the environmental objective of climate change mitigation or adaptation and ensuring compliance with the technical assessment criteria and the “Do No Significant Harm” criteria (DNSH criteria) by technical experts from the subsidiaries. A climate risk and vulnerability analysis was 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. Further information on climate risk and vulnerability analyses is available in Chapter G.2 – Adaptation to climate change. This was followed by an assessment of existing adaptation measures and an evaluation. The aim is to determine whether additional adaptation solutions are required in the future to reduce significant physical climate risks. In a final step, the minimum social protection standards were ensured – in accordance with international frameworks such as the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, the fundamental principles and rights of the International Bill of Human Rights and the conventions of the International Labour Organisation (ILO). The ÖBB Group fulfils the requirements of Article 18 of the EU Taxonomy Regulation. Further information on the topics of the minimum social protection standards is available in chapters G.6 and G.12.
- Delegated Regulation (EU) 2023/2486 states that the taxonomy conformity of the identified economic activities from the other environmental objectives need not be reviewed for the 2023 financial year. The supplements and amendments to the environmental objectives of climate change mitigation and adaptation to climate change in accordance with Delegated Regulation (EU) 2023/2485 were voluntarily taken into account in the assessment of taxonomy conformity.

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 social protection standards, results in the outcome presented below for the taxonomy compliance of the ÖBB Group. As is evident from the tables, not all taxonomy-eligible economic activities are currently taxonomy-eligible. Only the determination of taxonomy eligibility is required for the four other environmental targets for the 2023 financial year. In addition, the technical assessment criteria and DNSH criteria are not (yet) being met in certain areas. The four other environmental objectives mentioned are sustainable use and protection of water and marine resources, transition to a circular economy, pollution prevention and control and protection and restoration of biodiversity and ecosystems.

Taxonomy-eligible economic activities in the ÖBB Group

The very broad structure of the ÖBB Group's business activities means that 17 (py: 15) of the economic activities currently listed in the EU Taxonomy Regulation are relevant to the six environmental objectives and are therefore taxonomy-eligible.

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

| Environmental objective | Activity number | Activity | Process description |
|-------------------------|-----------------|--|--|
| CCM | 3.19. | Manufacture of rail rolling stock constituents | Services in the field of maintenance of rail vehicles, further development of rail vehicles national and foreign, 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. |
| CCM/CCA | 4.1. | Electricity generation using solar photovoltaic technology | Operation of and marketing of the generation of photovoltaic facilities |
| CCM/CCA | 4.3. | Electricity generation from wind power | Operation of and marketing of the generation of wind power facilities |
| CCM/CCA | 4.5. | Electricity generation from hydropower | Operation and marketing of the generation of the hydropower plants |
| CCM/CCA | 4.9. | Transmission and distribution of electricity | Transport of traction current from connection to 50Hz grid or power plant to end user traction unit) |
| CCM/CCA | 4.10. | Electricity storage | Construction and operation of pumped storage power plants |
| CCM/CCA | 4.15. | District heating/district cooling distribution | Distribution of district heating/cooling and operation of associated networks (main supply) from public connection to consumer |
| CCM/CCA | 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 |
| CCM/CCA | 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 |
| CCM/CCA | 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 |
| CCM/CCA | 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, CarPool) |
| CCM/CCA | 6.14. | Infrastructure for rail transport | Planning, construction (renewal and expansion), maintenance, ownership and operation of rail infrastructure |
| CCM/CE | 7.2./3.2 | Renovation of existing buildings | The building renovation complies with the current requirements for major renovations |
| CCM/CCA | 7.3. | Installation, maintenance and repair of energy-efficient equipment | Individual renovation measures consisting of the installation, maintenance or repair of energy-efficient equipment |
| CCM/CCA | 7.7. | Acquisition and ownership of buildings | Acquisition of real estate and exercise of ownership |
| CE | 5.3. | Preparation for the reuse of end-of-life products and product components | Preparation of concrete sleepers and rails |

CCM Climate Change Mitigation.

CCA Climate Change Adaptation (adaptation to climate change).

CE Circular Economy (circular economy).

In the 2023 financial year, an impact analysis was conducted for ÖBB-Technische Services-Gesellschaft mbH and Technical Services Hungaria Járulékvitő Kft. The new activities added in June 2023 to the environmental objectives "Climate Change Mitigation" (CCM) and "Climate Change Adaptation" (CCA) resulted in a change in the course of the impact analysis. Since 2023, the previously reported economic activity 3.3 "Manufacture of low carbon technologies for transport" (climate change mitigation, CCM) has therefore been replaced by the new economic activity 3.19 "Manufacture of rail rolling stock constituents" (climate change mitigation, CCM). The amended allocation of the key figures has no effect on the taxonomy eligibility or conformity of the key figures.

When the impact analysis of the other four environmental objectives was conducted, a further two economic activities were identified in addition to the 15 previous taxonomy-eligible economic activities. These are 3.2 "Renovation of existing buildings" (circular economy, CE) and 5.3 "Preparation for reuse of end-of-life products and product components" (circular economy, CE). Whereby 3.2. is already recognised in 7.2. "Renovation of existing buildings" (climate change mitigation, CCM).

No economic activities were identified in the area of nuclear energy and fossil gas (see disclosure form 1) and therefore no key performance indicators (revenue, CapEx and OpEx) are reported or the disclosure of further disclosure forms is waived.

Activities in the field of nuclear energy

| | | |
|----|--|----|
| 1. | The company is active in the research, development, demonstration and deployment of innovative electricity generation plants that generate energy from nuclear processes with minimal waste from the fuel cycle, finances such activities or holds risk positions in connection with these activities. | NO |
| 2. | The company is active in the construction and safe operation of new nuclear facilities for the generation of electricity or process heat – including for district heating supply or industrial processes such as hydrogen production – as well as in their safety-related improvement using the best available technologies, finances such activities or holds risk positions in connection with these activities. | NO |
| 3. | The company is active in the safe operation of existing nuclear facilities for the generation of electricity or process heat – including for district heating supply or industrial processes such as hydrogen production – as well as in their safety-related improvement, finances such activities or holds risk positions in connection with these activities. | NO |

Activities in the fossil gas sector

| | | |
|----|---|----|
| 4. | The company is active in the construction or operation of plants for the generation of electricity from fossil gaseous fuels, finances such activities or holds risk positions in connection with these activities. | NO |
| 5. | The company is active in the construction, modernisation and operation of plants for combined heat/cooling from fossil gaseous fuels, finances such activities or holds risk positions in connection with these activities. | NO |
| 6. | The company is active in the construction, modernisation and operation of plants for heat generation that produce heat/cooling from fossil gaseous fuels, finances such activities or holds risk positions in connection with these activities. | NO |

The reported ratios on taxonomy-eligible and taxonomy-aligned 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.

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, sales from taxonomy-compliant economic activities are calculated in relation to the Group's total net sales in accordance with IAS 1.82(a).

The KPI sales revenue for the financial year 2023 is as follows:

**KPI Sales revenue
2023**

| Economic activities | Code | Total sales revenue | Share of sales revenue | Criteria for a substantial contribution | | | | | | DNSH criteria ("No significant impairment") | | | | | | Minimum protection | Taxonomy-compliant (A.1.) or-eligible (A.2) Share of sales 2022 | Category "Enabling activities" | Category "Transitional activities" |
|---|----------------------|---------------------|------------------------|---|---------------------------|--|----------------------------------|----------------------------------|---|---|---------------------------|--|----------------------------------|----------------------------------|---|--------------------|---|--------------------------------|------------------------------------|
| | | | | Climate change mitigation | Climate change adaptation | 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 | Climate change mitigation | Climate change adaptation | 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 | | | | |
| | | | | Y; N; N/EL | Y; N; N/EL | Y; N; N/EL | Y; N; N/EL | Y; N; N/EL | Y; N; N/EL | Y; N; N/EL | Y; N; N/EL | Y; N; N/EL | Y; N; N/EL | Y; N; N/EL | Y; N; N/EL | | | | |
| in EUR million | in % | | | | | | | | | | | | | | | | | | |
| A. TAXONOMY-ELIGIBLE ACTIVITIES | | | | | | | | | | | | | | | | | | | |
| A.1. Ecologically sustainable activities (taxonomy compliant) | | | | | | | | | | | | | | | | | | | |
| Production of railway vehicle components | CCM 3.19. | 63.5 | 1.3% | Y | N | N/EL | N/EL | N/EL | N/EL | | Y | Y | Y | Y | Y | Y | 1.3% | E | |
| Electricity generation using solar photovoltaic technology | CCM 4.1., CCA 4.1. | 0.1 | 0.0% | Y | N | N/EL | N/EL | N/EL | N/EL | | Y | Y | Y | Y | Y | Y | 0.0% | | |
| Electricity generation from wind power | CCM 4.3., CCA 4.3. | 0.1 | 0.0% | Y | N | N/EL | N/EL | N/EL | N/EL | | Y | Y | Y | Y | Y | Y | 0.0% | | |
| Electricity generation from hydropower | CCM 4.5., CCA 4.5. | 18.5 | 0.4% | Y | N | N/EL | N/EL | N/EL | N/EL | | Y | Y | Y | Y | Y | Y | 0.1% | | |
| Transmission and distribution of electricity | CCM 4.9., CCA 4.9. | 45.4 | 0.9% | Y | N | N/EL | N/EL | N/EL | N/EL | | Y | Y | Y | Y | Y | Y | 0.6% | E | |
| Passenger interurban rail transport | CCM 6.1., CCA 6.1. | 875.0 | 17.4% | Y | N | N/EL | N/EL | N/EL | N/EL | | Y | Y | Y | Y | Y | Y | 15.6% | T | |
| Freight rail transport | CCM 6.2., CCA 6.2. | 1,321.1 | 26.3% | Y | N | N/EL | N/EL | N/EL | N/EL | | Y | Y | Y | Y | Y | Y | 29.2% | T | |
| Urban and suburban transport, road passenger transport | CCM 6.3., CCA 6.3. | 1,131.5 | 22.5% | Y | N | N/EL | N/EL | N/EL | N/EL | | Y | Y | Y | Y | Y | Y | 21.6% | T | |
| Infrastructure for rail transport | CCM 6.14., CCA 6.14. | 69.0 | 1.4% | Y | N | N/EL | N/EL | N/EL | N/EL | | Y | Y | Y | Y | Y | Y | 0.9% | E | |
| Turnover of environmentally sustainable activities (taxonomy compliant) (A.1) | | 3,524.2 | 70.2% | 100% | 0% | 0% | 0% | 0% | 0% | | | | | | | | 69.3% | | |
| <i>of which "Enabling activities"</i> | | <i>177.9</i> | <i>5.0%</i> | <i>100%</i> | <i>0%</i> | <i>0%</i> | <i>0%</i> | <i>0%</i> | <i>0%</i> | | Y | Y | Y | Y | Y | Y | <i>1.9%</i> | <i>E</i> | |
| <i>of which "Transitional activities"</i> | | <i>3,327.6</i> | <i>94.4%</i> | <i>100%</i> | | | | | | | Y | Y | Y | Y | Y | Y | <i>66.4%</i> | <i>T</i> | |
| A.2. Taxonomy-eligible but not environmentally sustainable activities (taxonomy-non-aligned activities) | | | | | | | | | | | | | | | | | | | |
| Manufacture of rail rolling stock constituents | CCM 3.19. | 11.6 | 0.2% | EL | EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 0.2% | | |
| District heating/district cooling distribution | CCM 4.15., CCA 4.15. | 2.5 | 0.0% | EL | EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 0.0% | | |
| Preparation for the reuse of end-of-life products and product components | CE 5.3. | 0.2 | 0.0% | N/EL | N/EL | N/EL | EL | N/EL | N/EL | | | | | | | | 0.0% | | |
| Freight rail transport | CCM 6.2., CCA 6.2. | 479.6 | 9.5% | EL | EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 10.0% | | |
| Urban and suburban transport, road passenger transport | CCM 6.3., CCA 6.3. | 679.8 | 13.5% | EL | EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 12.6% | | |
| Transport by motorbikes, passenger cars and light commercial vehicles | CCM 6.5., CCA 6.5. | 0.2 | 0.0% | EL | EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 0.0% | | |
| Infrastructure for rail transport | CCM 6.14., CCA 6.14. | 7.4 | 0.1% | EL | EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 0.1% | | |
| Acquisition and ownership of buildings | CCM 7.7., CCA 7.7. | 74.0 | 1.5% | EL | EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 1.4% | | |
| Turnover of taxonomy-eligible but not environmentally sustainable activities (non-taxonomy-aligned activities) (A.2) | | 1,255.3 | 25.0% | 100% | 0% | 0% | 0% | 0% | 0% | | | | | | | | 24.3% | | |
| Total (A= A.1 + A.2) | | 4,779.5 | 95.2% | 100% | 0% | 0% | 0% | 0% | 0% | | | | | | | | 93.6% | | |
| B. TAXONOMY-NON-ELIGIBLE ACTIVITIES | | | | | | | | | | | | | | | | | | | |
| Turnover of non-taxonomy eligible activities (B) | | 242.8 | 4.8% | | | | | | | | | | | | | | | | |
| Total (A+B) | | 5,022.3 | 100.0% | | | | | | | | | | | | | | | | |

Abbreviations:

| | |
|--------|-----------------------|
| Y | Yes. |
| N | No |
| EL | Taxonomy eligible |
| N / EL | not eligible |
| E | Enabling activity |
| T | Transitional activity |

Share of turnover/
Total sales revenue

| | | Taxonomy-compliant per target | Taxonomy-eligible per target |
|--|-----|-------------------------------|------------------------------|
| Climate change mitigation | CCM | 70.2% | 25.0% |
| Climate change adaptation | CCA | 0.0% | 0.0% |
| Sustainable use and protection of water and marine resources | WTR | 0.0% | 0.0% |
| Transition to a circular economy | CE | 0.0% | 0.0% |
| Pollution prevention and control | PPC | 0.0% | 0.0% |
| Protection and restoration of biodiversity and ecosystems | BIO | 0.0% | 0.0% |

The taxonomy-compliant share of sales is calculated as follows: Portion of net sales of goods or services, including intangibles, associated with taxonomy-compliant economic activities (= metric figure) divided by net sales (= common denominator). The calculation is conducted for the reporting period 01.01. to 31.12 for the first two environmental targets respectively.

The revenue per economic activity listed above is primarily made up of revenue from contracts with customers in accordance with IFRS 15 as defined by the Delegated Acts of the EU Taxonomy Regulation.

In the 2023 financial year, approx. 95.2% (py: approx. 93.6%) of the reported revenue is attributable to taxonomy-eligible economic activities. The tax-compliant revenue accounts for approx. 70.2% (py: approx. 69.3%) of the consolidated revenue of EUR 5,022.3 million (py: EUR 4,671.2 million) recognised in the income statement (see note 4 in the notes to the consolidated financial statements) and is broken down as follows: Income from passenger and baggage transport and freight transport totalling approx. 63.8% (py: approx. 63.9%), income from rents and leases totalling approx. 1.4% (py: approx. 1.7%) and other income totalling approx. 5.0% (py: approx. 3.6%).

Capital expenditure on assets related to taxonomy-compliant 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. Investments via joint ventures, investments in financial instruments, advance payments, prepayments and leases that are not recognised as right-of-use assets are not relevant.

The KPI CapEx for the financial year 2023 is as follows:

**KPI CapEx
2023**

| Economic activities | Code | CapEx total in EUR million | CapEx share in % | Criteria for a substantial contribution | | | | | | DNSH criteria ("No significant impairment") | | | | | | Minimum protection | Taxonomy-compliant (A.1.) or -eligible (A.2) CapEx share 2022 in % | Category "Enabling activities" | Category "Transitional activities" |
|--|----------------------|----------------------------------|---------------------|---|---------------------------|--|----------------------------------|----------------------------------|---|---|---------------------------|--|----------------------------------|----------------------------------|---|--------------------|---|-----------------------------------|---------------------------------------|
| | | | | Climate change mitigation | Climate change adaptation | 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 | Climate change mitigation | Climate change adaptation | 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 | | | | |
| | | | | Y; N; N/EL | Y; N; N/EL | Y; N; N/EL | Y; N; N/EL | Y; N; N/EL | Y; N; N/EL | Y; N; N/EL | Y; N; N/EL | Y; N; N/EL | Y; N; N/EL | Y; N; N/EL | Y; N; N/EL | Y; N; N/EL | | | |
| A. TAXONOMY-ELIGIBLE ACTIVITIES | | | | | | | | | | | | | | | | | | | |
| A.1. Ecologically sustainable activities (taxonomy compliant) | | | | | | | | | | | | | | | | | | | |
| Production of railway vehicle components | CCM 3.19. | 50.3 | 1.1% | Y | N | N/EL | N/EL | N/EL | N/EL | Y | Y | Y | Y | Y | Y | Y | 1.1% | E | |
| Electricity generation using solar photovoltaic technology | CCM 4.1., CCA 4.1. | 13.9 | 0.3% | Y | N | N/EL | N/EL | N/EL | N/EL | Y | Y | Y | Y | Y | Y | Y | 0.1% | | |
| Electricity generation from wind power | CCM 4.3., CCA 4.3. | 0.1 | 0.0% | Y | N | N/EL | N/EL | N/EL | N/EL | Y | Y | Y | Y | Y | Y | Y | 0.1% | | |
| Electricity generation from hydropower | CCM 4.5., CCA 4.5. | 52.0 | 1.1% | Y | N | N/EL | N/EL | N/EL | N/EL | Y | Y | Y | Y | Y | Y | Y | 2.1% | | |
| Transmission and distribution of electricity | CCM 4.9., CCA 4.9. | 31.9 | 0.7% | Y | N | N/EL | N/EL | N/EL | N/EL | Y | Y | Y | Y | Y | Y | Y | 0.7% | E | |
| Electricity storage | CCM 4.10., CCA 4.10. | 62.8 | 1.4% | Y | N/EL | N/EL | N/EL | N/EL | N/EL | Y | Y | Y | Y | Y | Y | Y | 1.9% | E | |
| Passenger interurban rail transport | CCM 6.1., CCA 6.1. | 336.7 | 7.4% | Y | N | N/EL | N/EL | N/EL | N/EL | Y | Y | Y | Y | Y | Y | Y | 0.6% | T | |
| Freight rail transport | CCM 6.2., CCA 6.2. | 200.5 | 4.4% | Y | N | N/EL | N/EL | N/EL | N/EL | Y | Y | Y | Y | Y | Y | Y | 3.1% | T | |
| Urban and suburban transport, road passenger transport | CCM 6.3., CCA 6.3. | 346.7 | 7.6% | Y | N | N/EL | N/EL | N/EL | N/EL | Y | Y | Y | Y | Y | Y | Y | 5.9% | T | |
| Transport by motorbikes, passenger cars and light commercial vehicles | CCM 6.5., CCA 6.5. | 0.1 | 0.0% | Y | N | N/EL | N/EL | N/EL | N/EL | Y | Y | Y | Y | Y | Y | Y | 0.0% | T | |
| Infrastructure for rail transport | CCM 6.14., CCA 6.14. | 2,652.7 | 58.2% | Y | N | N/EL | N/EL | N/EL | N/EL | Y | Y | Y | Y | Y | Y | Y | 61.9% | E | |
| CapEx of environmentally sustainable activities (taxonomy compliant) (A.1) | | 3,747.9 | 82.2% | 100% | 0% | 0% | 0% | 0% | 0% | | | | | | | | 77.4% | | |
| of which "Enabling activities" | | 2,797.8 | 61.4% | 100% | 0% | 0% | 0% | 0% | 0% | Y | Y | Y | Y | Y | Y | Y | 3.7% | E | |
| of which "Transitional activities" | | 884.1 | 19.4% | 100% | | | | | | Y | Y | Y | Y | Y | Y | Y | 9.6% | T | |
| A.2. Taxonomy-eligible but not environmentally sustainable activities (taxonomy-non-aligned activities) | | | | | | | | | | | | | | | | | | | |
| Manufacture of rail rolling stock constituents | CCM 3.19. | 1.3 | 0.0% | EL | EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 0.1% | | |
| Passenger interurban rail transport | CCM 6.1., CCA 6.1. | 0,0 ^{*)} | 0.0% | EL | N/EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 0.0% | | |
| Freight rail transport | CCM 6.2., CCA 6.2. | 16.1 | 0.4% | EL | EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 0.3% | | |
| Urban and suburban transport, road passenger transport | CCM 6.3., CCA 6.3. | 65.7 | 1.4% | EL | EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 3.2% | | |
| Transport by motorbikes, passenger cars and light commercial vehicles | CCM 6.5., CCA 6.5. | 8.3 | 0.2% | EL | EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 0.1% | | |
| Infrastructure for rail transport | CCM 6.14., CCA 6.14. | 317.2 | 7.0% | EL | EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 6.1% | | |
| Renovation of existing buildings | CCM 7.2., CE 3.2. | 52.3 | 1.1% | EL | EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 1.1% | | |
| Installation, maintenance and repair of energy-efficient equipment | CCM 7.3., CCA 7.3. | 7.6 | 0.2% | EL | EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 0.1% | | |
| Acquisition and ownership of buildings | CCM 7.7., CCA 7.7. | 15.0 | 0.3% | EL | EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 5.0% | | |
| CapEx of taxonomy-eligible but not environmentally sustainable activities (taxonomy-non-aligned activities) (A.2) | | 483.5 | 10.6% | 100% | 0% | 0% | 0% | 0% | 0% | | | | | | | | 16.1% | | |
| Total (A= A.1 + A.2) | | 4,231.4 | 92.8% | 100% | 0% | 0% | 0% | 0% | 0% | | | | | | | | 93.5% | | |
| B. TAXONOMY-NON-ELIGIBLE ACTIVITIES | | | | | | | | | | | | | | | | | | | |
| CapEx of taxonomy-non-eligible activities (B) | | 327.2 | 7.2% | | | | | | | | | | | | | | | | |
| Total (A+B) | | 4,558.6 | 100.0% | | | | | | | | | | | | | | | | |

*) Smallest amount.

Abbreviations:

| | |
|--------|-----------------------|
| Y | Yes |
| N | No |
| EL | Taxonomy eligible |
| N / EL | Not eligible |
| E | Enabling activity |
| T | Transitional activity |

| | | CapEx share/ CapEx total | |
|--|-----|-------------------------------|------------------------------|
| | | Taxonomy-compliant per target | Taxonomy-eligible per target |
| Climate change mitigation | CCM | 82.2% | 10.6% |
| Climate change adaptation | CCA | 0.0% | 0.0% |
| Sustainable use and protection of water and marine resources | WTR | 0.0% | 0.0% |
| Transition to a circular economy | CE | 0.0% | 0.0% |
| Pollution prevention and control | PPC | 0.0% | 0.0% |
| Protection and restoration of biodiversity and ecosystems | BIO | 0.0% | 0.0% |

The CapEx share is calculated as follows: capitalised investments for assets related to economic activities from the EU Taxonomy Regulation (= metric figure), divided by the total additions to fixed assets in accordance with the statement of changes in fixed assets (= common denominator), in each case for the reporting period from 01.01 to 31.12.

In the 2023 financial year, approx. 92.8% (py: approx. 93.5%) of the reported investment expenses were attributable to taxonomy-eligible business activities. The taxonomy-compliant investments account for approx. 82.2% (py: approx. 77.4%) of the additions recognised in the consolidated statement of changes in non-current assets amounting to EUR 4,558.6 million (py: EUR 3,956.8 million) (see notes 14, 15 and 16 in the notes to the consolidated financial statements) and are broken down as follows: Investments in property, plant and equipment of approx. 78.9% (py: approx. 75.0%), investments in intangible assets of approx. 0.8% (py: approx. 0.4%) and capitalised right-of-use assets of approx. 2.5% (py: approx. 2.0%).

The additions reported in the metric figure are related to taxonomy-relevant economic activities, of which approx. 16.7% (py: approx. 21.7%) of taxonomy-compliant additions were made as part of a CapEx plan ("Pot B investments"). Approx. 2.8% (py: approx. 3.1%) of total additions are not related to sales-related economic activities ("pot C investments").

CapEx-Plan

Economic activity 6.14. "Infrastructure for rail transport" (climate change mitigation, CCM) was reviewed in the course of determining the KPI CapEx by means of a detailed analysis: Does the framework plan of ÖBB-Infrastruktur AG fulfil the requirements for a CapEx plan in accordance with Delegated Regulation (EU) 2021/2178, Annex I, Item 1.1.2.2. A volume of approx. EUR 19 billion in terms of actual and future electrified routes from 2023 to 2028. The criteria was 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 railway infrastructure 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. The complete decarbonisation of rail transport by 2040 is an important focus. This aims to achieve an economically optimal mix of electrification of routes and the use of vehicles with alternative drive technologies on the basis of the electrification strategy. The current and future electrification of routes in accordance with the framework plan forms the basis for access pursuant to Art. 8 of the EU Taxonomy Regulation for economic activity 6.14. "Rail transport infrastructure" (climate change mitigation, CCM). The expansion of the electrification of Infrastructure for rail transport makes a substantial contribution to the environmental goal of climate change mitigation. There are no relevant research, development or innovation activities. The electrification of additional railway sections is to take place by 2035. The comprehensive capital expenditure in the financial year, which was incurred during the reporting period, totalled approx. EUR 2,827.9 million (py: approx. EUR 2,571.2 million).

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

Operating expenses as defined by the EU Taxonomy Regulation are, in addition to non-capitalised 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.

Abbreviations:

| | |
|--------|-----------------------|
| Y | Yes |
| N | No |
| EL | Taxonomy eligible |
| N / EL | not eligible |
| E | Enabling activity |
| T | Transitional activity |

| | | OpEx Share/ OpEx total | |
|--|-----|-------------------------------|------------------------------|
| | | Taxonomy-compliant per target | Taxonomy-eligible per target |
| Climate change mitigation | CCM | 57.1% | 24.6% |
| Climate change adaptation | CCA | 0.0% | 0.0% |
| Sustainable use and protection of water and marine resources | WTR | 0.0% | 0.0% |
| Transition to a circular economy | CE | 0.0% | 0.0% |
| Pollution prevention and control | PPC | 0.0% | 0.0% |
| Protection and restoration of biodiversity and ecosystems | BIO | 0.0% | 0.0% |

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

The metric figure calculation is analogous to that of the CapEx ratio for non-capitalised expenses (= metric figure) for the reporting period from 01.01. to 31.12.

In the 2023 financial year, approx. 81.7% (py: approx. 79.5%) of the reported operating expenses were attributable to taxonomy-eligible economic activities. The taxonomy-compliant operating expenses account for approx. 57.1% (py: approx. 49.9%) of the total of the above-mentioned operating expenses in the Group totalling approx. EUR 1,311.7 million (py: approx. EUR 951.7 million). This also includes directly attributable personnel expenses (primarily personnel expenses for maintenance) from the areas mentioned above totalling approx. 19.6% (py: approx. 16.7%) as well as expenses for maintenance and repairs totalling approx. 29.7% (py: approx. 23.7%) and other expenses totalling approx. 7.8% (py: approx. 9.5%).

Avoidance of double counting

The identified taxonomy-eligible economic activities in the ÖBB Group, with the exception of economic activity 5.3. "Preparation for the reuse of end-of-life products and product components" from the fourth environmental objective (circular economy, CE) makes a 100% substantial contribution to the environmental objective (climate change mitigation, CCM). A potential substantial contribution of revenue, CapEx and/or OpEx from these CCM activities to other environmental objectives in which these economic activities also occur was not separately identified and evaluated. This allocation of the activities of the individual companies in the Group to a specific economic activity from the EU Taxonomy Regulation has avoided double counting. Individual test steps were used to ensure that the economic activities in the areas of turnover, CapEx and OpEx is distinguishable from one another and that double counting is also avoided.

Materiality

The basic population was considered and analysed when deriving the values for determining the taxonomy-relevant key figures. The operating expenses for the economic activities of the ÖBB Group are not considered " immaterial" for the business model, so this simplification provision was not applied, with the exception of economic activities 5.3 and 6.5. Operating expenses in connection with the economic activity 5.3. "Preparing for reuse of end-of-life products and product components" (circular economy, CE) is not considered significant, as the associated taxonomy-eligible revenue corresponds to approx. 0.003% of total taxonomy-eligible revenue. Operating expenses in connection with the economic activity 6.5. "Transport by motorbikes, passenger cars and light commercial vehicles" (climate change mitigation, CCM) is also not considered significant, as the associated revenue corresponds to approx. 0.004% of taxonomy-eligible total revenue. The impact of the key figures from this activity will be reviewed again in subsequent years on the basis of the ratio to total sales and reported if necessary.

Codes

The following codes applied for economic activities 3.19 "Manufacture of rail rolling stock constituents", 6.1. "Passenger interurban rail transport", 6.2. "Freight rail transport" and 6.3. "Urban and suburban transport, road passenger transport", a traction type code (differentiation between diesel traction, electric traction or combustion engines on electrified routes). Diesel rail vehicles travelling under overhead lines are classified as taxonomy-eligible but not taxonomy-aligned. Compliance with the emission limits in Annex II of Regulation (EU) 2016/162 is not ensured. As a result, only e-traction rail vehicles in the ÖBB Group are currently taxonomy-compliant.

In countries outside Austria, mixed service provision for freight transport (own and third-party traction) is not ruled out. The data from ÖBB's foreign companies was therefore used as the basis for calculating the compliant share of third-party traction abroad due to the lack of sufficiently accessible and consistently available and verifiable information from (non-Group) third parties. It is assumed that the framework conditions for freight transport in the countries of operation outside Austria are comparable. This assumption has no effect on the taxonomy eligibility.

A freight transport code (distinction between transports with and without loading of fossil fuels) is applied for the economic activity "6.2. Freight rail transport". Fossil fuel freight transports are to be designated as non-taxonomy compliant. 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 proportionate allocation of turnover, CapEx and / or OpEx that fall into one of the two economic activities relating to "passenger transport" and for which there is no clear division into long-distance transport (6.1.) or local transport (6.3.) was also conducted using a plausible distribution key. As a result, double counting was avoided, particularly in the allocation to economic activities.

ÖBB-Technische Services-Gesellschaft mbH's repair and maintenance division decided to calculate a traction type key based on productive hours for maintenance services for the taxonomy-compliant key figures. This applies to economic activity 3.19. "Manufacture of rail rolling stock constituents" (climate change mitigation, CCM). The productive working hours are recorded for each order and are therefore precisely allocated to the diesel locomotive or electric locomotive products and therefore form part of the reported key performance indicators.

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. The ÖBB also wants to provide them with a sustainable alternative to private motorised transport for the first and last mile. As a result, ÖBB is continually expanding its mobility offering and orienting itself to the needs of its customers - with the aim of being able to offer a suitable mobility solution anytime and anywhere. 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 both passenger and freight transport services.
- Successively expand and improve the range of barrier-free mobility options. By 2027, 90% of travellers will experience accessibility 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: 89.0% in long-distance traffic)
- Drive internationalisation and double passenger numbers in international traffic by 2050
- Further expand integrated mobility offerings in Austria's communities and tourism regions and tap into new business areas through innovation and digitalisation
- Continue to improve integration of active mobility (by bicycle and on foot) in the travel chain

Highlights 2023

In 2023, ÖBB could increase its rail passenger numbers by a further 10% (compared to 2022). ÖBB 360° and the wegfinder app are also continually expanding the regional mobility offer in communities through Postbus Shuttle and Rail & Drive. This should close the gap from the first to the last mile. More than 80,000 journeys have already been completed with the ÖBB 360° mobility service in Korneuburg between September 2020 and the end of August 2023. The mobility package, which has been in place for three years, was extended in October 2023 until September 2028.

Since the beginning of February 2023, the new SimplyGo! ticket function has also been available in the ÖBB Tickets app. The new feature recognises the routes travelled between locations within Austria using GPS tracking and calculates the appropriate public transport fare for the route travelled on public transport on the following day. Customers select the SimplyGo! function and swipe the screen before starting and after finishing their journey by train, bus, tram or underground and are charged the cheapest ticket for their route on that day – anywhere in Austria. In summer 2023, test operations for the use of electric buses were conducted in Serfaus (Tyrol). These have been very promising. A switch to alternative power drives is now planned, with commissioning scheduled for summer 2024. A test run has also taken place on the city line 504 in Innsbruck and a switch to emission-free vehicles is also expected here in 2024. The transport associations are now gradually putting (smaller) transport services with alternative drive systems out to tender, e.g. Amstetten city bus, Kristallweltenbus.

By 2030, approx. EUR 6 billion will be invested in new and modern trains. These include the modernisation of existing Railjets and new battery-electric trains, which will be in service on inner-Alpine routes from 2025. The new generation of Railjets will offer travellers more comfort on the Brenner route (Munich – Innsbruck – Bolzano – Verona) from spring 2024. ÖBB has also already ordered several Railjet double-decker trains this year, which will significantly increase seating capacity from 2026. Provision is also being made for the mobility transition in local transport: additional Cityjet double-decker trains have been ordered. The first trains will be running in the eastern region as early as 2026. An important milestone towards decarbonisation is the order for 16 new battery-electric trains, which are to replace diesel transport on the Kemptalbahnhof from 2028.

Barrier-free upgrade of train stations

The redesign of railway stations and stops should ensure barrier-free and easy access to trains and buses for everyone. 452 of the 1,031 railway stations (passenger stations) in the ÖBB-Infrastruktur AG network in Austria are currently barrier-free. As a result, approx. 87% of all travellers have the use of accessible railway infrastructure in Austria. In the 2023 reporting year, approx. 22 stations were modernised and / or completely rebuilt or completed. The following are just a few examples: Hard-Fußach (Vbg.), Telfs-Pfaffenhofen (T.), Summerau, Freistadt and Traun (all Upper Austria), Ebreichsdorf and Leobendorf-Burg Kreuzenstein (both Lower Austria) and in St. Paul im Lavanttal, Wiederndorf-Aich and Kühnsdorf-Klopeinersee (all Carinthia).

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 range of barrier-free mobility is to be successively 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, organisational and economic framework conditions. Besides the expansion and new construction of barrier-free train stations, barrier-free equipment elements are continuously improved. These include ticket 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. ÖBB is very keen to reach customers not only in the larger urban centres, but also in rural areas with barrier-free and modern infrastructure and attractive mobility offers.

The active involvement of experts, representatives of disability organisations and other stakeholders plays a key role here. Special attention is often paid to details. The aim is to ensure the independent and barrier-free use of products and services and to identify potential for improvement. The challenge here is the management of data in connection with the provision of multimodal and accessible travel information.

| Key figures at a glance | 2023 | 2022 |
|---|------------------|-------------------------|
| ÖBB-Personenverkehr sub-group | | |
| Travellers in millions per year | 493.6 | 446.9 |
| Train travellers in millions per year | 278.2 | 252.5 |
| <i>of which in local transport in millions per year</i> | 231.7 | 210.7 |
| <i>of which in long-distance transport in millions per year</i> | 46.5 | 41.8 |
| Capital expenditure in EUR million | 913.8 | 476.7 |
| Punctuality of the trains | | |
| Punctuality ÖBB local transport in per cent | 95.7 | 96.1 |
| Punctuality ÖBB long-distance transport in per cent | 80.3 | 81.4 |
| Österreichische Postbus Aktiengesellschaft ČSAD AUTOBUSY České Budějovice a.s. | | |
| Kilometres driven in millions per year | 156.9 16.0 | 152.2 13.0 |
| Kilometres travelled per day | 429,910 43,835 | 417,046 35,616 |
| Number of bus stop areas | 18,315 2,236 | 17,966 2,236 |
| Number of routes | 865 240 | 812 ^{*)} 240 |
| Number of buses | 2,511 297 | 2,545 299 |
| <i>of which barrier-free in per cent</i> | 99 63 | 99 57 |
| Turnover in EUR million | 503.7 31.3 | 456.2 23.9 |
| Market share in regional scheduled services in per cent | 42 69 | 42 65 |
| Number of communities served | 1,625 477 | 1,609 463 |
| Share of communities served in per cent | 78 76 | 77 74 |
| Micro public transport Postbus Shuttle DOMESTIC | | |
| Number of projects | 12 | 9 |
| Number of communities served | 58 | 52 |
| Average occupancy rate of micro-public transport | 1.3 | 1.2 |
| ÖBB-Infrastruktur AG | | |
| Number of Bike & Ride bays | 51,549 | 50,791 |
| New construction / maintenance of | | |
| Number of Bike & Ride bays per year as per contracts | 2,356 | 1,775 |
| Number of passenger railway stations (transport stations) | 1,031 | 1,037 |
| Accessibility | | |
| Number of barrier-free railway stations | 452 | 430 |
| Rail Cargo Group | | |
| TransFER connections (total number) | 61 | 61 |

^{*)} Lines reported for the first time in 2022, not number of concessions.

Expansion of TransFER connections

TransNET, Rail Cargo Group'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 CO₂ is saved by rail transport on the route compared to road. This provides stakeholders and customers with a simple overview of transport options and emission savings with the Rail Cargo Group.

There were also new developments in the Rail Cargo Group from 2022. TransNET is a comprehensive Rail Cargo Group network on which the Rail Cargo Group travels with full wagonloads, single wagons, containers, block trains or on the Rolling Road (see chapter G.9). Freight wagons transport a wide variety of goods to and from the most important ports and all economic and industrial centers on the entire Eurasian continent. A new feature is the presentation of regular TransFER connections on the Rail Cargo Group website, which is constantly being expanded with new connections and functions. Besides the place of departure and destination, it is possible to search by type of load and suitable routes are displayed especially for the transport of hazardous goods (RID). Another new feature is the emissions comparison for regular TransFER connections. It shows how many CO₂ equivalents (CO₂eq) are saved by rail transport compared to road transport on the same route. This gives stakeholders and customers a simple overview of transport options and emission savings through transport with the Rail Cargo Group.

New mobility services

Travel comfortably and flexibly to your destination with ÖBB Rail & Drive thanks to the e-mobility service. A total of 48 stations are equipped with 400 vehicles. There are currently 25 electric charging stations with a total of 57 e-vehicles available 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, 553 vehicles are available to employees at over 100 stations for business trips.



The "ÖBB Bike:Pool" project, which was launched two years ago, provides ÖBB employees with an internal e-bike sharing service at selected locations throughout Austria. The intention is to make both business and private journeys even more climate-friendly in future. In 2023, 1,482 journeys have already been successfully completed. The ÖBB 360° integrated mobility services in communities and tourist regions also enable customers to cover the last mile easily and seamlessly. A central component is the ÖBB wegfinder app, which enables users to book all ÖBB 360° mobility services. Existing ÖBB services such as Postbus Shuttle or Rail & Drive Carsharing will be made available to customers on a shared platform. The range is being continuously expanded to include additional services such as e-bikes, e-scooters and cargo bikes. A notable success: in 2023, approx. 120,000 journeys had already been undertaken using the mobility services described at the seven ÖBB 360° partner locations. The great success of the ÖBB 360° mobility package for the municipality of Korneuburg meant that it was extended until September 2028 and now provides 40 e-scooters from TIER, two cargo bikes and a car-sharing e-car.

The positive development has led to the ongoing development of the car sharing service, as well as its expansion and extension through cooperations. 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. ÖBB-Infrastruktur AG is currently focussing on improving the quality of bicycle parking facilities, such as roofing or the construction of double-decker facilities.

The Postbus Shuttle also offers a sensible alternative to the private car and is conveniently bookable on-demand. This is the most individual form of public transport, without a timetable and with fixed departure times (from early to late). Book via the Postbus Shuttle app or via one of the many partner companies in the respective region. It is already available in the following regions: Gusental, Mondsee, Kulturshuttle Semmering-Rax-Reichenau, Leogang, Liesingtal, Mödling, Teichelsberg am Wörthersee, Donau Gusen and Ossiacher See. Operations in Bleiburg / Southern Carinthia began in December 2023 and will be expanded in the second quarter of 2024. Postbus Shuttle also emerged as the winner of the micro-public transport tender for the entire province of Salzburg. The first call-offs take place in 2024.

Bicycle transport

The new-generation Nightjet offers improved transport options for all cycling enthusiasts: the multifunctional carriage with low-floor access offers six bicycle stands. The first new-generation Nightjets were put into operation with the timetable change in December 2023 – on the Vienna – Hamburg and Innsbruck – Hamburg routes. There is also good news from the west of Austria: since November 2023, all 21 Cityjet Desiro ML, which accommodate up to 39 bicycles per set, have been in operation in Vorarlberg.

Punctuality

Safe, punctual and reliable rail operations are the foundation of the ÖBB Group's performance promise. In 2023, 95.0% of ÖBB trains in passenger transport were on time, of which 80.3% of ÖBB trains in long-distance transport and 95.7% of ÖBB trains in local transport were on time. Rail Cargo Austria trains operated on the ÖBB network with a punctuality rate of 78.4%. Overall, the sharp deterioration in the performance of neighbouring railways and the higher network capacity utilisation had a negative impact on punctuality. Further increases in passenger numbers and bottlenecks in vehicle availability had an additional impact on punctuality in 2023.

The year 2023 has again brought a significant increase in passenger numbers. Train traffic was once again unrestricted, both across borders and domestically. This fundamentally pleasing development has, however, also led to a sporadic rush of travellers, particularly on long-distance services. 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 2023, 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. The strikes abroad and the weather-related route interruptions in summer 2023 posed additional challenges.

A large number of worksites had a negative impact on punctuality in long-distance and freight transport in both the spring and summer months. 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. The construction site on the "Deutsches Eck" in particular has had a hugely 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 mayor driver of unpunctuality in subsequent years. Forward-looking measures are required to maintain the stability of company operations. 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 2024

The 2024 timetable marks an increase in service kilometres compared to the previous year due to the consistent expansion of local and long-distance services. As the market leader in night travel, ÖBB is continuing to expand Europe's night train network. New Nightjet routes are set to start in the 2024 timetable year and the existing service improved. A particular highlight: the new coaches – the flagship of night train services – will be in operation on the Vienna – Hamburg and Innsbruck – Hamburg lines as from the timetable change. 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.

The ÖBB freight transport sector continues to work on efficient and multimodal end-to-end logistics solutions through the targeted use of digitalisation 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 2024. The clear aim of accessibility is to increase the density of ÖBB-Infrastruktur AG's network of accessible railway stations and to continue to set regional priorities (school and educational locations, health resorts, hospitals, etc.). The implementation strategy is entering the medium-term phase of making more railway stations barrier-free with a daily frequency of 500 to 1,000 travellers per day. This means that ÖBB is getting ever closer to its target of 90% of passengers travelling barrier-free by 2027.

Other significant measures

Affordable and accessible mobility service (excerpt)

Start S-Bahn Vienna – Upgrade | Modernisation of the main line of the Vienna S-Bahn to continue to bring rail customers reliably and comfortably to their destination on Austria's busiest local transport route in the future.

Bikmo bicycle insurance at the railway station | Pilot project to make parking bicycles at the station even safer and therefore more attractive in future.



G.10. Health, Safety and Security

Safety und Security

Safety is the basis of the ÖBB Group's daily work and forms the foundation of all activities within the ÖBB Group and is ÖBB's daily promise of performance and quality to all customers, employees and their families, but also to service providers and third parties. Safety is a central part of the "ÖBB identity".

ÖBB's four safety areas – the management approaches GRI 418-1

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

- **Operational safety**
Operational safety comprises the control and implementation of measures to achieve safe rail operations. Plant safety, vehicle safety and operational safety are essential components of operational safety.
- **Occupational safety**
Occupational safety refers to the risk-free condition to be aimed for in the performance of work for all ÖBB employees and indirectly also for service providers in operations.
- **Public Safety**
Public safety includes protection against criminal activities that holistically affect customers, employees, the company, or corporate operations. This also includes protection against criminal activities, 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". It encompasses 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. At ÖBB, a positive safety culture is seen 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 and 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. One of the tools for this is the confidential reporting system, which enables employees and subsequently the responsible managers to report unsafe actions and situations confidentially. This makes it possible to point out the need for improvement of a situation even without confronting the parties involved. GRI 2-25

The ÖBB Group currently deploys no Group-wide certified management system for employee protection. The ÖBB companies, however, are certified in accordance with ISO 45001. 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 most safe railways in Europe. To ensure that this is achieved, ambitious strategic safety targets have been defined for the Group. The previous 2024 safety targets in the three safety areas of operational safety, occupational safety and public safety have now been extended to include the perspective up to 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. The refining of the safety strategy, the strengthening of cross-Group cooperation and the ambition to further develop the safety culture in a positive way, set the course 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:** ÖBB adheres to the highest information security standards in the areas of railway and vehicle IT. The Group is aiming for a level of maturity in general and business IT that is in the European midfield while ensuring that there is no risk to railway operations. A multi-year information security strategy was developed for this purpose.

Conclusion and highlights 2023

Operational safety

The Group-wide operational safety index BSX was almost unchanged in 2023 compared to the previous year 2022. (+1 point, 2023: 71 points | py: 70 points). The BSX was still better than the target benchmark. There was an increase in the number of personal injuries during operations (+32, 2023: 46 | py: 14), not least as a result of the fire involving a night jet in the Terfner Tunnel on 07.06.2023 with 33 injuries. The number of personal injuries, however, remained better than the relevant five-year average.

Train collisions remained at a constant level (+/- 0 | 2023: 3 | py: 3). A slight decrease was recorded in train derailments caused by ÖBB (-1 | 2023: 8 | py: 9). Both train collisions and train derailments were within the range of the definitive five-year average.

The occurrence of “signal overruns” (train movements) as a precursor to train collisions remains a key issue in the safety management of ÖBB Group companies. It is consistently prioritised through appropriate measures in the ongoing safety program. The aim is to achieve a significant reduction in “signal overruns”. 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 | 2023 | 2022 |
|--|------|------|
| ÖBB rail network in Austria¹⁾ | | |
| Company safety index “BSX” in points | 71 | 70 |
| Collisions | 3 | 3 |
| Train derailments | 8 | 9 |
| Number of personal injuries on the train / operational sequences | 46 | 14 |
| Number of shunting derailments (INFRA, PR, TS) | 51 | 61 |
| Number of shunting collisions (INFRA, PR, TS) | 88 | 92 |
| Collisions on railway crossings | 50 | 66 |
| Ausland²⁾ | | |
| Collisions abroad | 2 | 3 |
| Train derailments abroad | 1 | 1 |

¹⁾ Incidents caused by ÖBB companies.

²⁾ Incidents caused by Rail Cargo Group outside Austria.

Occupational safety

In the 2023 reporting year, there were four fatal accidents at work in the ÖBB Group. The accidents involved one ÖBB employee and three employees of an external company. A total of 1,260 (+117 | py: 1,143) work-related injuries were documented among employees working in Austria. The ASVG occupational accident rate remained at the previous year's level of 17.1 (-0.5 | py: 17.6) in 2023. The rate of documentable work-related injuries has increased compared to 2022 (+1.6 | 2023: 20.3 | py: 18.7).

A total of 47 (-13 | py: 60) work-related injuries were documented among employees working abroad. This results in a rate of 7.5 for documentable work-related injuries abroad. GRI 403-9

The type of injury "fall down / fall over" was the most common type of injury in the ÖBB Group in 2023. Measures to reduce accidents at work are implemented along the injury areas. In 2023, the focus in occupational safety was placed on analysing the underlying causes of accidents at work. A catalogue of questions was developed to specifically query various influencing factors in order to be able to conduct a structured accident analysis. Initial results of analyses are expected in 2024. GRI 403-2

Furthermore, the ÖBB Group companies rely on various systems to support new and young employees. These include mentoring or mentor models, for example, with the aim of preparing employees for their future work in the best possible way. As a result, a mentoring system was introduced for new shunting employees. The aim is to raise awareness of the entire shunting process and subsequently reduce incidents in the shunting area. Specifically, the focus is on the topic of "attentiveness" as well as working more intensively on the precursor events that can lead to accidents. GRI 403-5, 403-7

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

Occupational Safety Index¹⁾ (ASX) for the companies in the Sustainable Finance Framework GRI 2-4

| | 2023 | 2022 | Target 2030 |
|--|------|------|-------------|
| ÖBB-Personenverkehr AG | 27.4 | 20.6 | 17.7 |
| Rail Cargo Austria AG | 3.8 | 1.9 | 14.5 |
| Österreichische Postbus Aktiengesellschaft | 11.2 | 11.5 | 14.5 |
| ÖBB-Technische Services-Gesellschaft mbH | 23.4 | 26.2 | 22.5 |
| ÖBB-Produktion Gesellschaft mbH | 30.8 | 27.2 | 27.5 |
| Rail Equipment GmbH & Co KG | 0 | 0 | 14.5 |

¹⁾ 1000-person rate: Occupational accident rate in accidents at work of ÖBB employees with at least three days lost pursuant to ASVG per 1,000 employees.

| ÖBB employees and leasing employees working on behalf of ÖBB (national) | 2023 | 2022 |
|--|----------------|----------------|
| Accidents at work ASVG in absolute numbers ¹⁾ | 699 | 708 |
| Occupational accident rate ASVG per 1,000 employees ²⁾ | 17.1 | 17.6 |
| LTIR occupational accidents ³⁾ | 846 | 827 |
| Rate of LTIR occupational accidents per 1 million working hours ³⁾ | 13.7 | 13.6 |
| Number of hours worked in hours per 1,000 employees ^{3) 4)} | 61,932 | 60,978 |
| <i>Employees / leasing</i> | 60,854 / 1,078 | 59,822 / 1,156 |
| Number of fatal accidents at work ^{3) 4)} | 4 | 2 |
| <i>Employees / leasing</i> | 1 / 3 | 2 / 0 |
| Rate of fatalities due to work-related injuries ⁴⁾ | 0.065 | 0.033 |
| <i>Employees / leasing</i> | 0.016 / 2.8 | 0.033 / 0 |
| Serious work-related injuries ^{3) 4)} | 22 | 8 |
| <i>Employees / leasing</i> | 22 / 0 | 8 / 0 |
| Rate of work-related injuries with serious consequences ^{3) 4)} | 0.36 | 0.13 |
| <i>Employees / leasing</i> | 0.36 / 0 | 0.13 / 0 |
| Number of documented work-related injuries ^{3) 4)} | 1,260 | 1,143 |
| <i>Employees / leasing</i> | 1,188 / 72 | 1,079 / 64 |
| Rate of documentable work-related injuries ^{3) 4)} | 20.3 | 18.7 |
| <i>Employees / leasing</i> | 19.5 / 66.8 | 18.0 / 55.4 |

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

²⁾ Occupational accident rate ASVG: Occupational accidents per thousand ÖBB employees in Austria (communicated in the ÖBB Group as the key figure "Occupational Safety Index ASX").

³⁾ Lost Time Injury Rate (LTIR) occupational accidents with lost days

⁴⁾ Complies with GRI 403-9 - per 1 million hours worked, serious occupational accidents >180 days lost.

| ÖBB employees and leasing employees on behalf of ÖBB (abroad) | 2023 | 2022 |
|--|------------|-------------|
| Number of hours worked in hours per 1,000 employees ^{1) 2)} | 6,566 | 6,990 |
| <i>Employees / leasing</i> | 6,468 / 98 | 6,858 / 132 |
| Number of fatal accidents at work ^{1) 2)} | 0 | 0 |
| <i>Employees / leasing</i> | 0 / 0 | 0 / 0 |
| Rate of fatalities due to work-related injuries ²⁾ | 0 | 0 |
| <i>Employees / leasing</i> | 0 / 0 | 0 / 0 |
| Serious work-related injuries ^{1) 2)} | 0 | 1 |
| <i>Employees / leasing</i> | 0 / 0 | 1 / 0 |
| Rate of work-related injuries with serious consequences ^{1) 2)} | 0 | 0.14 |
| <i>Employees / leasing</i> | 0 / 0 | 0.15 / 0 |
| Number of documented work-related injuries ^{1) 2)} | 49 | 60 |
| <i>Employees / leasing</i> | 47 / 2 | 58 / 2 |
| Rate of documented work-related injuries ^{1) 2)} | 7.5 | 8.6 |
| <i>Employees / leasing</i> | 7.3 / 20.4 | 8.5 / 15.1 |

¹⁾ Lost Time Injury Rate (LTIR) occupational accidents with lost days

²⁾ Complies with GRI 403-9 - per 1 million hours worked, serious occupational accidents >180 days lost.

Public Safety

The focus of public safety is the protection of employees and customers from criminal actions. Numerous measures have been and continue to be taken to minimise or counteract the risk factors. In addition, the general conditions have intensified due to the threats on a global scale.

Newly designed de-escalation training courses were organised across the board to reduce the number of assaults on employees in trains and stations. A corresponding case-by-case assessment and analysis, combined with the implementation of specific measures after each reported assault, should also help to improve the situation in a more targeted manner. Equipping employees with bodycams has helped railway staff to feel subjectively better protected.

Assaults on employees remained at a consistently high level in 2023 compared to the previous year. Measured against the significant increase in passenger numbers in the rail sector, however, they are declining in comparison. The number of assaults on customers remains at a low level.

The security of railway stations and ÖBB properties is also a focus of public safety. The Group-wide "Physical Security" policy has led to the implementation of numerous measures to further significantly increase property security. Stricter access controls, security-related structural requirements and a risk-based security classification of all ÖBB facilities, objects and buildings are also intended to increase the general level of security. GRI 403-7

| Key figures at a glance | 2023 | 2022 |
|--|-------------------|-------|
| Public Safety Index "ÖSX" | 137.9 | 130.9 |
| Assaults / assaults against train attendants / service and control team employees / and ÖBB-Operative Services GmbH & Co. KG employees | 347 ^{*)} | 360 |
| <i>without injury</i> | 265 ^{*)} | 285 |
| <i>of which at the station</i> | 21 | 23 |
| <i>of which at the train</i> | 244 | 262 |
| <i>with injury</i> | 82 | 75 |
| <i>of which at the station</i> | 26 | 22 |
| <i>of which at the train</i> | 56 | 53 |
| Thefts from customers / travellers | 2,745 | 2,264 |
| Property damage ÖBB | 3,172 | 3,748 |

^{*)} 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) decreased in 2023 compared to the previous year. This is due to the fact that the sensitisation of staff and the quality of reporting having been significantly expanded and improved. The intensive cooperation with the executive has also led to a reduction in the numbers. Police patrols have repeatedly stopped and arrested offenders caught committing offences. Technical surveillance using video towers in the parking facilities and the occasional deployment of security staff with the support of a service dog also had a positive impact.

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 and a change in the reporting system. The police now report thefts directly to ÖBB as part of reports and video analyses, which means that these incidents are now also 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. For example, specific special patrols and priority actions were conducted by the police at selected railway stations and trains. The deployment of security personnel in trains and at stations was also increased on an ad hoc basis. Video surveillance systems at railway stations and in trains are also an important component in combating this area of crime.

Information security

Information security is fundamental to the existence and future success of the ÖBB Group. It includes ensuring the protection objectives of confidentiality, availability and integrity for all digital and analogue information, taking into account the relevant regulatory requirements.

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. In 2023, a new multi-year Group-wide information strategy was formulated, targets defined and important measures and new initiatives launched. In the interests of efficiency, measures are developed and implemented throughout the Group, as is the case with awareness measures, for example.

Parts of the Group have undergone external audits and have achieved recertification or initial certification of their information security management system in accordance with ISO 27001.

Parts of ÖBB are already subject to the current NISG (Network and Information System Security Act). At the same time, NIS-2 (EU-wide Network and Information Security Directive) will expand the scope of application and requirements, for which the Group companies are already preparing. Embedded in "PROTECT", the topic is dealt with in a structured manner, including the expansion of internal expertise.

As part of the Target Operating Model (TOM) of information security, key resources are successively onboarded.

| Key figures at a glance¹⁾ | 2023 | 2022 |
|---|---------------------|-------|
| Number of spam e-mails in millions | 95 | 87.5 |
| Number of virus attacks | 5,974 ²⁾ | 8,189 |

¹⁾ Incidents in Austria and international subsidiaries.

²⁾ Measures such as the establishment of a Security Operations Centre and Cyber Defence Centre in the ÖBB Group, as well as increased awareness measures have been continuously initiated (newsletters, phishing campaigns, clean desk checks etc.) to prevent virus attacks since 2021. Microsoft's Endpoint Detection and Response solution was also successfully implemented in 2023

Safety strategy with specific objectives

The overall target of the ÖBB Group is to sustainably rank among the most safe railways in Europe. Ambitious strategic safety targets were defined for the ÖBB-Group to ensure that this is achieved, which were extended in 2023 to the target year 2030. As a basis for maintaining the already high level of safety, a fundamental ban on deterioration (multi-year review) and, in addition, a continuous improvement requirement will be introduced. A continuous annual improvement of 2% was agreed as the degree of optimisation in operational safety, occupational safety and public safety.

The focus will be placed even more strongly on precursors from 2024, i.e. those events that lead to a train collision, a train derailment or an accident at work, for example, in order to manage safety in a targeted manner. A risk-orientated KPI set geared to the business activities of the respective sub-group or company forms the basis for the strategic and transparent management of safety in the ÖBB Group. The objectives in the area of precursors should reflect the developments in the respective areas and take expected technological leaps into account accordingly.

A significant reduction in incidents and accidents requires a greater focus on sustainable improvement measures following accidents and near misses throughout the Group. Detailed error analyses therefore need to be conducted and the data basis further improved. In addition, it involves the further development of the reporting culture – learning from mistakes – and therefore the safety culture as part of the corporate culture. Tools, training and campaigns are developed around the corporate value of “living safety” and its behavioural standards and key elements. They are intended to sustainably safeguard and improve the safety culture and thus also the safety performance. For example, the Rail Cargo Group’s internal campaign focuses on new standards of conduct, behaviour-based safety and rule-based working.

Business Continuity Management

ÖBB faces the daily challenge of providing services safely, efficiently and quickly. The ongoing trend towards a climate-friendly mobility transition is placing ÖBB’s service provision at the centre of social attention. Ever-increasing customer requirements and general trends are just as significant for ÖBB as technological, social, natural or economic threats. process, resource and performance shortcomings on the part of ÖBB are readily picked up and processed by the media.

This is now being taken into account and counteracted by the introduction of a Business Continuity Management System (BCM). This increases the Group’s resilience to adverse events. Relapse levels are to be established on the basis of identified critical processes and resources, and preventive and circumventive measures developed. Downtimes and disruptions therefore leave the core business largely unaffected. Potential disruptions include failures at all levels of production processes that may pose an existential threat to business operations – for example IT failures, natural disasters, technical problems or acute resource bottlenecks.

In 2023, a proposal for a Group-wide BCM methodology was developed on the basis of a pilot project and tested as part of a proof of concept (PoC). The ÖBB Group is committed to ensuring that BCM does not degenerate into bureaucracy. In fact, it is designed to quickly categorise operational and business-critical processes in order to derive effective measures. The Group-wide further development and implementation of the BCM will start in 2024.

Outlook for 2024

The warning app is to be further developed in the area of operational safety in order to further reduce the number of signal overruns. At the same time, more intensive work is to be done to reduce incidents in the shunting area. The same applies to precursor events that facilitate train accidents. Besides 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. In 2024, the topic of “being attentive” will be increasingly incorporated into the safety campaign as part of the corporate value “living safety”. for this purpose. Potential hazards should also be recognised in good time and accidents proactively avoided. The topic of “recording and analysing near misses” will be promoted throughout the Group from 2023 / 2024 for this purpose. The improvement of the circumstances surrounding the assaults on staff members is also to be the focus of the set of measures. Information security projects are being implemented to further increase the maturity level of information security. The “Target Operating Model” agreed across the Group means that additional employees will be taken on internally. Internal resources are also receiving increased support from external expertise in order to be able to deal with the changed legal and factual framework conditions in the best possible way.

GRI 403-2, 403-4

Work ability and health

Management approach

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

Their aim 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 substantial 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). This is an in-house counselling service for managers on the topics of "fitness for work" and "health". Its content is managed by a multi-professional team. It consists of the Chief Medical Officer and experts from the specialist disciplines of psychology, case management, health promotion and data science. The measures are implemented by a team of advisors on fitness for work and health that is organised regionally throughout Austria. The consultants are available to the managers in ÖBB's national 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:** Work is made healthy and people, technology and organisation are harmonised with the help of data- and evidence-based occupational health management. This takes place with the support of experts from the Work Ability and Health Solution Centre. This process requires active dialogue with the safety experts in the ÖBB Group.
- **Creating trust and building relationships:** The regional organisation of the Work Ability and Health Solution Centre creates a high presence and visibility in the area. This makes it possible to tailor the wide range of services and offers to the needs of the target groups. This promotes the competence of ÖBB managers and employees in the health domain.
- **High level of expertise in counselling:** The local regional contacts work closely with the multi-professional team to support employees in maintaining, promoting and restoring their ability to work and their health. 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 | 2023 | 2022 |
|--|------|------|
| Participants in healthy leadership and addiction prevention | 258 | 168 |
| Number of employees who have taken advantage of occupational reintegration (BWE) | 680 | 797 |

Targets in the area of health

- ÖBB is strengthening the work ability and health of all employees by further developing working conditions, building up resources and reducing potentially health-threatening stress.
- 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 2023

In 2023, a comprehensive range of offers was made available to employees in the area of occupational health management. At the same time, the organisational roll-out of the new Work Ability and Health Solution Centre took place, which has been providing its services since the beginning of 2023.

The following measures were implemented in 2023 based on the four strategic fields of action:

Maintain ability to work

In 2023, the in-house consultants in the Work Ability and Health Solution Centre implemented ten measures in the "Maintaining the ability to work" strategic field of action in the ÖBB Group companies in line with requirements for the priority area "Strengthening health-promoting leadership": five measures for the priority area "Supporting age-appropriate work", 89 measures for the priority area "Increasing personal resources" and 44 measures for the priority area "Promoting healthy workplaces". In addition, in 2023, a Group-wide domestic colorectal cancer screening programme was conducted using occult tests for approx. 8,000 employees between the ages of 40 and 50, with a response rate of approx. 16% (1,289 tests evaluated). This was organised in cooperation with Krebshilfe Österreich. In addition, Group-wide training courses on healthy leadership and addiction prevention were again held in 2023 and are mandatory for all managers. In 2023, 258 managers and team coordinators were reached and trained; the remaining managers and team coordinators, as well as all new recruits, will be offered training again in 2024. GRI 2-23, 403-4

Promote ability to work

The regional in-house consultancy was able to implement 14 measures in 2023 in the strategic field of action of promoting employability with a focus on "optimising early detection and intervention" and in line with the needs of the ÖBB Group companies. This also includes the 5-Risks-Check in cooperation with BVAEB at thirteen offices with 989 registered participants. In 2023, the Group-wide TBE and flu vaccinations were again coordinated as part of this area of focus.

A particular focus was placed on "optimising early detection and intervention" in the promotion of health literacy among ÖBB employees. This took place as part of the implementation of the low-threshold, ÖBB-specific prevention programme "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 of 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. The programme includes a medical entry interview as well as specific workshops and active units. This forms the basis for a six-month online follow-up programme with the aim of transferring what has been learned into everyday professional and private life. Special attention is paid to different learning types as well as the high proportion of company-specific occupational groups within ÖBB. In 2023, 529 employees took part in the programme. Further development of the content is planned for 2024 – based on the programme feedback from 2023. In 2024, ÖBB will begin granting one day of special leave as part of the stay to encourage its employees to take part in the health promotion and prevention measures on offer. Furthermore, the attendance module is to be extended from 2.5 days to 3.5 days or 4.5 days in 2024.

In addition, ÖBB supports the BVAEB prevention programme Resilienzpark Sitzenberg Reidling as part of this priority. This specialises in sustainable lifestyle optimisation. The health promotion programme comprises a basic stay of 15 calendar days and a separate follow-up stay of eight calendar days. ÖBB also supports the participation of its employees by granting special leave for parts of their stay for the health promotion and prevention measures offered in Sitzenberg Reidling. In 2023, 172 employees participated and completed at least their first attendance unit.

The regional in-house counselling service was able to implement 32 measures under the focal point "Reducing personal (psychosocial) risks". The 2024 psychosocial focus year was launched throughout the Group in 2023 as part of this priority. This was done with the involvement of BVAEB prevention counselling services and regional health advisors who were specifically trained in this area. This prioritisation in 2024 is also intended to promote ÖBB's internal helpline. 19 measures were implemented under the "HR Circle / ensuring Group-wide dialogue" priority. GRI 403-2, 403-6

Restore work ability

The focus of this strategic field of action is the implementation of occupational reintegration in accordance with case management methodology (needs-based management). The aim is to reintegrate the employee into his or her usual workplace. An extended reporting system was established for this purpose in 2023, which allows for finer control of the topic. In 2023, this topic is managed for the first time by a multi-professional team with the aim of achieving standardisation and quality assurance.

Strategic and operational integration of health management in the ÖBB Group

In 2023, 12 needs-based measures were implemented in the ÖBB companies in the strategic field of action "Integration of health management" with a focus on "Anchoring health management in existing structures". GRI 403-5

As in 2021, the work ability index was also surveyed in 2023 as part of the employee survey. The regional health advisors established within the ÖBB Group in January 2023 analysed the results based on these findings. In 2024, they will support managers in deriving individual measures to ensure and maintain the ability to work that are tailored to the respective organisational unit. These measures range from management coaching and management training to qualitative analyses – such as focus groups – and target group-specific offers for teams and employees.

ÖBB-Technische Services-Gesellschaft mbH and ÖBB-Business Competence Centre GmbH were recertified with the seal of approval for workplace health promotion (BGF) for the years 2023 to 2025. An application for certification for ÖBB-Immobilienmanagement GmbH for the years 2024 to 2026 has already been submitted and approved. GRI 403-5, 403-6, 404-2

ÖBB32 is the guideline for the health suitability of employees in railway operations and their environment. In 2023, as part of the further development of ÖBB32, it was decided to implement mandatory drug screening on initial admission. This has been in place since January 2024. GRI 403-3

In 2023, the technical and procedural requirements for data science applications were created in the Workability and Health Solution Centre under the title "Data-centric health management". This means that the Work Ability and Health Solution Centre now has a corresponding database. This is the prerequisite for proactively implementing targeted measures for ÖBB companies in 2024, taking into account the corresponding allocation of resources and funds, and for determining their success in the medium term. In 2023, the piloting of a proof of concept in a large ÖBB business area was already scheduled for 2024. This will also enable the development of approaches to predictive human care in the area of fitness for work and health in the medium term.

Conclusion 2023

The year 2023 was characterised by extensive implementation of measures based on the four strategic fields of action (maintaining the ability to work, promoting the ability to work, restoring the ability to work and integrating health management). Equally important was the roll-out of the new organisational structure and the associated services of the new Work Ability and Health Solutions Centre. In 2023, the focus was particularly on building managers' trust in the new advisory system. At the same time, technical tools were put into operation as the basis for consistent portfolio management. This includes, for example, the focus on the further development of impact measurement, which is to be technically implemented in 2024 / 2025. The technical database for future data science applications was created across the Group in 2023 for the future data-centred management of the Work Ability and Health Solution Centre. The new database is also the basis for deriving effective measures. The interaction between the now regionally located consulting capacities and the active key account management should ensure the sustainable and measurable value contribution of the Workability and Health Solution Centre for the ÖBB Group for the coming years.

Outlook for 2024

The following measures will be implemented in the four strategic fields of action in 2024 based on the strategic direction of the Work Ability and Health Solution Centre as a data- and evidence-based in-house consultant:

Strategic field of action – maintaining employability:

- Quality assurance – Healthy Leadership
- Piloting a proof of concept for data science applications on work ability and health in a business unit of the ÖBB Group

Strategic field of action – promoting employability:

- Piloting of an offer of low-threshold, health-promotion in the form of a health kiosk
- Implementation of specific prevention programmes in the form of 5-risk checks
- Further development of presence management
- Focus year on psychosocial health

Strategic field of action – restoring the ability to work:

- Professionalise company reintegration

Strategic field of action – integration of health management:

- Establishment of IT-supported portfolio management
- Implementation of Group guidelines for target group-orientated health communication
- Management consulting as part of the implementation of measures on the results of the 2024 employee survey with the aim of increasing the work ability index
- Coordination and content-related support for the revision of ÖBB32 as a guideline on the health suitability of employees in railway operations and their environment

Other significant measures

Health, Safety and Security (excerpt)

The warning app is being developed further | Technical support for train drivers when “approaching against stop” to reduce signal overruns.

Colorectal cancer screening focus in March | Cooperation with TRINICUM Diagnostics with free colorectal cancer screenings for ÖBB employees.

Safety First - Safe on Board | De-escalation and safety seminars for train attendants to prepare them for the “worst case scenario”.

Use of exo-skeletons | Pilot project to relieve employees at three ÖBB-Technische Services-Gesellschaft mbH locations.



G.11. Diversity and equal opportunities

Management approach

The ÖBB Group is active in a socially diverse mobility market. At the same time, a broad range of professions is covered with over 40,000 employees. This ranges from manual shunting to highly complex financial management. Diversity and equal opportunities are the prerequisites for finding new employees in all these areas and attracting them to ÖBB. At the same time, diversity and equal opportunities strengthen the company's innovative potential and resilience. ÖBB, therefore, as one of the largest employers in the country, wants to be a role model for equal opportunities for all employees, for the promotion of diversity and inclusion and for work-life balance, thereby appealing to and inspiring people inside and outside the Group.

Equal opportunities are a key factor in modern corporate management and a prerequisite for sustainable business success. ÖBB is committed to comprehensive equal opportunities – regardless of language, gender and gender identity, 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.

The implementation of measures in the area of diversity and equal opportunities is undertaken by the Inclusion & Diversity Solution Centre in alignment with the objectives. The Diversity Charter 2026, which sets out the objectives, is an integral part of the diversity operational strategy. The Equality Policy forms the basis for ensuring equal treatment and equal opportunities for employees. The Charter of Inclusion is a commitment by ÖBB to creating a barrier-free and inclusive working environment.

Objectives to 2026

- ÖBB aims to increase the proportion of women in the entire Group (domestic and abroad) 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 (national) incl. foundation apprentices to at least 20% and beyond.
- ÖBB wants to increase the share of women in further education programs (national) at ÖBB akademie to 25%.
- ÖBB creates an inclusive working environment for people with disabilities and aims to achieve a 4 % share of employees with disabilities in Austria by 2026.

The Inclusion & Diversity Solution Centre, which was founded in July 2023, provides support in achieving these goals with its services and educational programmes. This includes training managers and team leaders in equal treatment – rights and duties, diversity & inclusive leadership and employee training, for example in disability management. In addition, there are existing programmes for career development in digitalised form, coaching for women, the cross-mentoring programme across industries and the ÖBB networking events. The Women's Career Index (FKi) was re-indexed in 2023. The ÖBB Group was able to improve in all index areas in Austria and, with an overall index of 80 points, is well above average in the benchmark with other FKi-indexed companies in the DACH region.

| Key figures at a glance Reporting date 31.12 GRI 405-1 | 2023 | | | 2022 | | |
|---|--------------|---------------|---------|--------------|---------------|---------|
| | Woman | Man | Diverse | Woman | Man | Diverse |
| Supervisory Board members / share in per cent (all Group companies excl. employee representatives) | 19 / 59.4 | 13 / 40.6 | 0 / 0.0 | 18 / 58.1 | 13 / 41.9 | 0 / 0.0 |
| Supervisory Board members / share in per cent (all Group limited liability companies excl. employee representatives) | 12 / 44.4 | 15 / 55.6 | 0 / 0.0 | 8 / 28.6 | 20 / 71.4 | 0 / 0.0 |
| Total ÖBB Group employees Headcount / share in per cent ¹⁾ | 7,260 / 16.1 | 37,781 / 83.9 | 0 / 0.0 | 6,715 / 15.1 | 37,653 / 84.9 | 1 / 0.0 |
| Managers Share in per cent ¹⁾ | 147 / 19.1 | 621 / 80.9 | 0 / 0.0 | 136 / 18.0 | 618 / 82.0 | 0 / 0.0 |
| Apprentices / share in per cent²⁾ | 421 / 20.6 | 1,621 / 79.4 | 0 / 0.0 | 414 / 20.9 | 1,564 / 79.1 | 0 / 0.0 |
| Number of external admissions Headcount / share in per cent | 1,152 / 25.3 | 3,406 / 74.7 | 0 / 0.0 | 1,021 / 25.7 | 2,954 / 74.3 | 1 / 0.0 |
| <i>thereof under 30 years of age</i> | 520 | 1,648 | 0 | 500 | 1,432 | 1 |
| <i>thereof 30 to 50 years of age</i> | 525 | 1,410 | 0 | 445 | 1,179 | 0 |
| <i>thereof over 50 years of age</i> | 107 | 348 | 0 | 76 | 343 | 0 |
| ÖBB akademie employees Headcount / share in per cent | 598 / 42.0 | 827 / 58.0 | 0 / 0.0 | 295 / 38,6 | 470 / 61.4 | 0 / 0.0 |
| Employees with disabilities in percent | | 2.7 | | | 2.8 | |
| Number of employees with disabilities | 82 | 580 | 0 | 75 | 603 | 0 |

¹⁾ Domestic and abroad

²⁾ incl. foundation apprentices.

Age structure in the Supervisory Boards

In 2023, no person (py: 0) on the Supervisory Boards of all Group companies excluding employee representatives was under 30 of age, eleven people (py: 11) were between 30 and 50 years of age and 21 people (py: 18) were over 50 years of age. No person (py: 0) on the Supervisory Boards of the Group's limited liability companies (excluding employee representatives) was under 30 years of age, 15 people (py: 14) were aged between 30 and 50 and 11 people (py: 14) were over 50 years of age. GRI 405-1

Highlights 2023

Equal treatment

In 2023, the scope of application of the ÖBB Equal Treatment Policy, which has been in effect in the national ÖBB Group since 2011, was also extended to ÖBB's foreign companies with more than 100 employees. The series of workshops between regional equal opportunities officers and apprentices on the topic of equal treatment was continued. Dialogue events were also organised with the youth representatives in order to identify relevant topics/problems and exchange experiences. Besides the development of skills in equal treatment issues, the issue of "sexual harassment in the workplace" was given particular attention. For example, the Rail Cargo Group organised an online seminar on the topic of "Sexual harassment in the workplace" for 70 managers in May. Not only were case studies discussed, but also the internal contact points, guidelines and prevention options.

Advancement of women

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

ÖBB had itself indexed with the "Diversity for Success" women's career index for the first time in 2021 in order to close the leaky pipeline and ensure good career development for female employees.

The indexing of all subgroups led to the identification of topics that were discussed and defined in the joint presentation of results and the subsequent in-depth exploration. These topics included recruiting processes, career development, specific staffing decisions, commitment and flexibility / working hours. The distilled measures were defined and assigned milestones. The implementation of the measures is subject to continuous monitoring.

In 2023, all ÖBB subgroups were indexed again, taking into account the results of the last indexation and the effectiveness of the measures taken. This enabled previous developments to be highlighted and potential new recommendations for action to be identified. The existing career development programs were again offered in both analogue (on-site) and digital form and were used more frequently than average. These include coaching for women, the cross-industry cross-mentoring programme and the ÖBB networking events. In the latter, discussions centred on relevant topics such as "finances", "gender pay gap and pay transparency", "self-presentation and empowerment" and "women and politics". One of the highlights was the mobility talk on inclusive mobility and the mobility guarantee, organised in cooperation with the VCÖ. More and more programmes to promote women are also being created in the subgroups, such as "Women @ Train Tech" at ÖBB-Technische Services-Gesellschaft mbH or the first women's network meeting at Österreichische Postbus Aktiengesellschaft.

Compatibility programmes (new compatibility strategy, childcare and "Alles Clara")

An important factor of employer attractiveness is the compatibility of work and private life. ÖBB offers childcare throughout Austria during holidays and on window and national holidays, kindergartens close to the company as well as Nannies4ÖBB-Kids and the RailMap* work-life balance for this purpose. The pilot project with the digital platform for care and support counselling "Alles Clara" was continued to support ÖBB employees in caring for a close relative. In 2023, a new work-life balance strategy was also developed, which is intended in particular to expand the offer for employees in the regions.

Parent network meetings were again organised at regular intervals to maintain contact and provide information on relevant/current reconciliation offers, with a focus on topics such as "Children on the Internet" or "Austrian sign language for children".

Diversity Charter 2026 (target-performance comparison)

The goals of the Diversity Charter 2026 deal with increasing the proportion of women and the advancement of women (equality plan). In comparison to 2022, the proportion of women in the ÖBB Group as a whole rose to 16.1% in 2023 (+1.0% compared to the previous year), while the proportion of women in management positions rose to 19.1% (+1.1% compared to the previous year). This is also reflected in the proportion of new female employees at the company; the proportion of female external hires (domestically) totalled 25.3% in 2023 (-0.4% compared to the previous year). The proportion of female apprentices fell by 0.3% compared to the previous year to 20.6%. GRI 405-1

| Percentage of women for the companies in the Sustainable Finance Framework GRI 2-4 | 2023 | 2022 | Target 2026 |
|--|------|------|-------------|
| ÖBB-Personenverkehr AG | 34.3 | 32.8 | 38.9 |
| Rail Cargo Austria AG | 36.6 | 36.1 | 40.5 |
| Österreichische Postbus Aktiengesellschaft | 10.5 | 9.7 | 14.4 |
| ÖBB-Technische Services-Gesellschaft mbH | 7.9 | 7.2 | 10.2 |
| ÖBB-Produktion Gesellschaft mbH | 5.6 | 5.1 | 7.2 |
| Rail Equipment GmbH & Co KG | 30.2 | 31.0 | 34.4 |

Landmark projects

As part of collaborations/initiatives, girls, women and female switchers were once again specifically targeted in 2023.

Diversity Council

In 2023, the Diversity Council was founded to bring diversity issues to all regions and every province in Austria. Diversity partners were nominated by the sub-companies as contact persons for the Council. Their Council work shows that interest in and demand for the services of the new Inclusion & Diversity solution centre is high, particularly among employees in the regions. After the first meeting, the contact persons were trained and then began their work.

Campaign “You are our potential.”

“You are our potential.” is an internal awareness-raising initiative. It aims to increase the visibility of employees with visible and invisible disabilities (e.g. chronic illnesses) and raise awareness among managers and employees alike. This initiative facilitates participation and breaks down barriers. The aim of the campaign was also to increase the proportion of employees with disabilities (degree of disability greater than or equal to 50%) from 2.7% (ÖBB domestic) to 4%, as set out in the ÖBB Diversity Charter 2026. The campaign also aims to increase employee satisfaction. The aim is to make it easier to talk openly about disabilities and chronic illnesses and to create a low-barrier working environment. Communication takes place via news articles, postings on Viva Engage, screens and events. The new network attracted particular attention from employees with disabilities. The new Diversity Council, which is made up of employees from the various regions, ensures that knowledge is shared across the organisation.

Inclusion

Another strategic goal is to continually increase the number of employees with special needs. The implementation of disability management at ÖBB-Holding AG marks a fundamental step towards the successful implementation of the “Employees with Disabilities” program. This is accompanied by disability awareness training for managers and employees as well as training on accessible communication. There are currently 662 employees in the ÖBB Group with 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. Practical knowledge transfer has taken place since 2022 through webinars on topics such as “Barrier-free recruiting”, “Inclusion management” and “Barrier-free communication”. The e-learning programme “Disability Management” ensures a minimum level of qualification for managers and employees. In addition, further qualification offers were added to the ÖBB training catalogue in 2023.

The further steps set out in the Charter for Inclusion have been implemented. The 2026 action plan was presented on 03.12.2021. It sets out the implementation of measures to increase the proportion of employees with disabilities in the Group domestically. The basic measures include the “Inclusive Workplace” checklist for evaluating barrier-free and diversity-sensitive workplaces or the cooperation with the myability-jobbörse. These measures should help to ensure that as many people with a facilitated disability as possible apply for suitable jobs. In 2022 / 2023, site inspections were conducted in selected railway bistros and in Lassallestrasse. The results were recorded digitally and measures to improve accessibility in the workplace were derived. Also in 2023, a cooperation was initiated with Specialisterne Austria. The aim is to attract people on the neurodivergent spectrum to the ÖBB Group and support them during their induction period. Moreover, a further cooperation partner was found in NEBA (Netzwerk Berufliche Assistenz) to recruit people with disabilities for ÖBB and support them during onboarding at the company.

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 September 2023 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 is once again launching a special initiative in 2023 to mark International Sign Language Day (23.09) under the motto "Accessibility benefits everyone". On 21.09.2023, a public event was held at Vienna Central Station for passers-by, travellers and ÖBB employees. The aim was to use sensing journeys and encounters with people with disabilities to raise awareness and break down barriers – especially those in the mind. Moreover, Vienna Central Station was radiant in blue on International Sign Language Day (23.09.2023). This sent a signal that Austrian Sign Language is an officially recognised language and part of a lively and diverse linguistic landscape.

Intercultural competencies

ÖBB is facing a generation 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. This includes training on the topic of intercultural collaboration, cooperation with organisations such as Volkshilfe and the Austrian Integration Fund, as well as internal discussion events on cultural diversity within the Group. The apprenticeship training of unaccompanied refugee youths with asylum status is also particularly noteworthy. This initiative has already been promoted since 2012 with the Lobby.16 association and since 2016 also with the support of the AMP. The focus is also placed on female young people with asylum status.

Intercultural competence was also addressed as part of the International Day against Racism. This takes place as part of a workshop with the youth representatives on the topic of "Antiracism and civil courage". The aim was to show the youth representatives and apprentices ways of raising their voices against racism. And on the occasion of ÖBB's 100th anniversary, the company, which employs people from over 90 countries, demonstrated its diversity in many of its statements.

Active community building pilot project in cooperation with Volkshilfe)

Employees and travellers from different cultures are a great enrichment for ÖBB. The debate among passengers and with ÖBB staff is the motivation for launching the "Safe and Respectful – Travelling Together" program. The aim of this program is to enter into exchange with gatekeepers in the individual communities and to promote dialogue. In 2023, the focus of ÖBB-Personenverkehr AG Ost-Region was on the Black Community.

More than 3,700 colleagues from more than 95 countries working in the ÖBB Group are involved - and the trend is on the rise. This diversity of cultures and languages should be actively utilised. 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 for 2024

The strategic objectives are to increase the proportion of women in the Group as a whole and the proportion of employees with disabilities. The Women's Career Index (FKI) was once again surveyed and corresponding conclusions drawn in order to consistently and sustainably promote the first-mentioned goal. The second objective set out fundamental measures to create a low-barrier working environment for employees with disabilities. In addition, cooperation and training programmes (including with AMS, ÖIF and various NPOs) contribute to raising awareness and empowerment. These include the qualification of managers, existing career development programmes in digitalised form, coaching for women, the cross-mentoring programme across all sectors, ÖBB networking events and the new network for employees with disabilities.

The opening of the Inclusion & Diversity solution centre in July 2023 marks another important step towards modern working models, generational change and the future. The Solution Centre supports the implementation of ÖBB's diversity strategy with its services. It harmonises inclusion and diversity work within ÖBB and aims to promote and further establish a respectful, open working culture with equal opportunities for all employees within the ÖBB Group.

Other significant measures

Diversity and equal opportunities (excerpt)

The ÖBB run | Participation in the ASICS Austrian Women's Run.

Sexual orientation | Organisation of first network meetings by QBB in the regions.

Cooperation with the Austrian Integration Fund (ÖIF) | ÖBB is cooperating with the Austrian Integration Fund as part of the "Compass – Career paths for immigrant women 100 women, 100 opportunities" project to familiarise immigrant women with career paths and job opportunities.

"Being Pride" | 2023, the rainbow month was celebrated in full at ÖBB.

Female Power Walk on International Women's Day | Action on International Women's Day 2023 for more equality.

SHE goes DIGITAL | The project invites girls, women returning to work and women aged 50+ to discover the opportunities offered by digitalisation.



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 | 2023 | 2022 |
|---|-------|-------|
| Number of employees who have completed the training "EU General Data Protection Regulation 2018" and comparable e-learnings | 4,379 | 2,767 |
| Number of employees who have completed the "EU General Data Protection Regulation 2018" training course | 1,601 | 2,037 |
| Data protection in practice for managers (NEW 2021) | 102 | 9 |
| Data protection in practice for employees (NEW 2021) | 2,676 | 721 |
| Reports based on data breach notification duty (ÖBB Group) 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, in per cent | >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). The system is based on a multi-level structure consisting of the data protection 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 in accordance with 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. They advise 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 2023

Approx. 120 employees were informed, sensitised and kept up to date on the topic of data protection during eleven half-day and two-hour training sessions, most of which were held in person.

Risk assessment update on data protection

The medium-term objective is to subject all registered processing activities in the Group to a data protection risk assessment. It assesses – in contrast to IT risk management - not the business risks, but the risks to the rights and freedoms of the natural persons whose data is processed.

More than half of the total entries contained in the registers of processing activities had undergone a risk assessment by the end of the year.

Outlook Data Protection 2024

Certification of the DSDM

ÖBB-Holding AG teamed up with the IT division to evaluate the requirements for certification of the DSMS (data protection management system) in accordance with ISO 27701 as early as 2023. Certification is scheduled for 2024. The prerequisite is a certification of the ISMS (information management system) in accordance with ISO 27001, which was successfully completed in 2023.

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. The information discloses essential aspects of data processing within the scope of the employment relationship. This information is to be fundamentally revised in 2024.

Transparency

The ÖBB Group bases the design and communication of its corporate governance on 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 most senior supervisory body (Supervisory Board) holds ordinary meetings five times a year and additional extraordinary meetings as required. Standardised reports on the topics of "Human Resources", "Compliance", "Internal Audit", "Data Protection", "Risk Management", "Internal Control System", "Security", "Sustainability" and "Diversity" in particular are regularly submitted to the Supervisory Board as part of these reports – in addition to the financial and activity reports as part of the report submitted by the Executive Board to the Supervisory Board 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. As a result, 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 all the more 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.

The Compliance area systematically follows up every compliance-relevant tip-off. 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. Compliance attends selected events in order to gain early knowledge of compliance-relevant developments. The involvement of Compliance in the integrity officer network of the Federal Office for the Prevention and Combating of Corruption was continued.

Highlight Compliance 2023

As one of the core tasks of Compliance is to raise awareness of the contents of the Code of Conduct among ÖBB Group employees in the long term and sustainably, the newly designed e-learning programme was rolled out in Hungarian in 2023.

Outlook Compliance 2024

In 2024, the redesigned e-learning programme is to be rolled out in English in the foreign companies. This serves to further raise the awareness of ÖBB Group employees for compliance risks that may arise in specific situations in their day-to-day work.

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). Continuous development is also essential for the ÖBB Group in the far-reaching area of human rights. In 2023, levers for potential improvements were identified on the basis of an analysis of the market environment and a screening of international frameworks. This was based, for example, on the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, the UN Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights and the International Labour Organisation (ILO) Convention. The potential identified is then discussed with the subject matter experts and then implemented step by step in existing policies.

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 particularly important in your working environment to treat all people with whom you interact as a company – both employees and customers – 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 focus 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 are 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 conducted in the Rail Cargo Group in 2020 to further develop this human rights policy and implement it in measures. Where priorities were identified, measures were also defined. One of the measures, awareness-raising and training on the topic of “human rights within the company”, was rolled out in 2021. In 2023, a review of the 2020 risk analysis took place. GRI 2-23

Safeguarding 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. Evidence is also obtained from strategic suppliers as part of the independent CSR assessment and information on improving the management approach is shared. GRI 308-1

Other significant measures

Compliance | Transparency | Data Protection | Human Rights

(excerpt)



DATA PROTECTION

Risk assessment update on data protection

TRANSPARENCY

Environmental data externally audited | In 2023, work began on rolling out an internal control system for the Rail Cargo Group’s key environmental data. An external partner (TÜV SÜD) is commissioned to collect and verify the plausibility of the environmental data on site, at the location or in the company as part of the external audits in accordance with ISO 14001 using a risk-based approach.

Confidential reporting and whistleblower system | Since April 2023, the confidential reporting system has enabled all Rail Cargo Group employees in Austria to confidentially report issues relating to topics such as “employee protection”, “environment”, “waste”, etc., as well as issues that cannot be mapped via standard processes, supplemented by the whistleblower system, which is available to all stakeholders.

COMPLIANCE

Optimisation of conduct and regulatory conformity & compliance as part 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. In 2023, it was launched in Hungarian.

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.

Human rights training via EcoVadis | In 2023, the companies' sustainability contacts and lead buyers in particular had the opportunity to complete training on human rights topics such as "Modern Slavery" via the EcoVadis platform.

G.13. Social Responsibility

Management approach

ÖBB is convinced that success cannot be measured solely in economic terms and that companies, as part of a society, must also bear 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. Besides 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 promote 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 | 2023 | 2022 |
|---|--------|--------|
| Donations collected by ÖBB for Licht ins Dunkel in EUR thousand | 70,840 | 60,150 |

Highlights 2023

Acute and long-term assistance in emergencies

The Orphans and Support Association of the ÖBB Group (WUV) was founded on 17 April 1919 and operates throughout Austria as a non-profit association. The WUV primarily supports half and full orphans of ÖBB employees. In addition, the WUV also helps financially in acute emergencies through no fault of its own and supports large families on low incomes, for example with a Christmas grant. Events and holiday camps are also organised several times a year for and with the children of the families concerned. The Management Board of the WUV decides on the granting and extent of support at monthly meetings. WUV members are active and retired ÖBB employees. The association is financed on the one hand by the membership fees of the approx. 49,000 members (minimum contribution 50 cents per month) and on the other hand by fundraising campaigns such as the Trainees4mobility Charity Oktoberfest in 2023, the donation for participation in the employee survey (MAB) and the BCC office furniture sale.

There for one another 365 days a year

ÖBB has been a partner and supporter of Licht ins Dunkel since 2009. A major highlight in 2023 was the auction of an apprentice project by Österreichische Postbus Aktiengesellschaft in favour of the association. Specifically, it was a VW Beetle, built in 1965, which was professionally dismantled and restored by Postbus apprentices from the northern region. The vintage car generated proceeds of approx. TEUR 42.0 for a good cause at an auction held between 18.11 and 16.12. 2023 for the benefit of Licht ins Dunkel. This and other internal and external fundraising measures has resulted in a total amount of approx. TEUR 70.8 being donated to Licht ins Dunkel. The cooperation with Licht ins Dunkel represents the ÖBB Group's largest cross-company social commitment, totalling approx. EUR 1.4 million over a period of 15 years.

"We before I" – one of the core values at the ÖBB. This is the reason why ÖBB employees once again helped where help was needed in 2023. Following the devastating earthquakes in Turkey and Syria, a search and rescue team with members of the ÖBB company fire brigade from Vorarlberg also travelled to the disaster area. The Rail Cargo Group also supported the transport of 300 tonnes of relief supplies, including generators, mobile toilets, food, clothing, hygiene articles, heaters, sleeping bags and tents. The trips went to Edirne in the west of Turkey. In March 2023, another Rail Cargo Group special train brought 30 STRABAG office containers and three sanitary containers with other relief supplies to the Adiyaman region. This cross-company collaboration resulted in the construction of a container village for approx. 30 families.

Inform sustainably, act greener

Sustainability and climate change mitigation are deeply rooted in ÖBB's DNA and are continuously strengthened through various internal activities. In view of the ongoing energy crisis, the second part of the internal awareness campaign with useful energy-saving tips was implemented at the beginning of the year. The "ÖBB Energy Talk" with energy expert Karina Knaus from the Austrian Energy Agency (AEA) enabled interested employees to obtain more detailed information on the topic.

The first internal ÖBB environmental fair was held in the summer to promote the green idea within the company. Besides the information stands on ÖBB's numerous sustainability and environmental protection projects and a lecture by future alchemist Stefan Stockinger, visitors can also expect stations that invite them to join in, experience and try things out. In autumn 2023, ÖBB hosted an internal awareness week for the second time under the name "Green Awareness Week". Employees were able to deepen their knowledge of the circular economy at various online and on-site events and also take a look at the bigger picture. The project was supported by the expertise of colleagues and external partners such as Zero Waste Austria and Too Good To Go. The two highlights of the week were the second ÖBB cinema evening and the first ÖBB clothes exchange. The road movie "Wastecooking – Cooking what others waste" was shown at the ÖBB cinema evening. The ÖBB Clothes Swap gave colleagues the opportunity to exchange discarded items of clothing. In 2023, colleagues from the Rail Cargo Group once again joined forces with the Greenheroes for "World Clean Up Day" on 16 September.

Out and about on two wheels for health and the climate

Public transport and the bicycle are the climate change mitigation dream team par excellence. Various bicycle-related activities were organised in 2023 to further promote integrated mobility – especially among our own employees. Employees had the opportunity to have their bikes checked and prepared at two locations in Vienna in the spring, ensuring they are safe on the road for the upcoming season. ÖBB has also supported the "Austria cycles" campaign since 2021. This promotes climate-friendly mobility for employees and also has a beneficial effect on their health. The ÖBB bee and flower cycling event once again took place as part of the cooperation partnership. In 2023, a new record of 685,366 km was set and the 15th ÖBB Blühwiese (flowering meadow) was established for more biodiversity. The so-named "Fold & Ride" tours in and around four Austrian capitals also showed how easy it is to combine cycling and travelling by train with a folding bike.

Award-winning sustainability

The great success of the previous year was followed in June 2023 by the second edition of the "Green Marketing Award" – co-initiated by ÖBB-Werbung GmbH – as the first Austrian advertising prize for sustainable marketing. The total of 79 submissions were judged by an expert jury in the categories "think different", "be aware", "innovate", "b-2-be" and, for the first time, in the "new momentum" category. The gold, silver and bronze awards were presented this year at the gala in the ÖBB general cargo hall at Vienna's old Nordwestbahnhof railway station. Naturally, the gala was once again organised by ÖBB-Werbung GmbH in accordance with the guidelines of the Austrian Ecolabel for Green Meetings and Green Events. ÖBB received a silver award for the "Rail Bees" project in the "be aware" category. In 2023, ÖBB also received awards in other areas. The company was once again named Austria's most sustainable brand in the Sustainable Brand Ranking and nominated for the German Sustainability Award in the "Mobility Services" category. One year after receiving the Austrian Ecolabel for Green Meetings and Green Events in April 2023, ÖBB-Werbung GmbH was also honoured with the special prize in the Green Events category of the Austrian Event Award.

Outlook for 2024

#WirFahrenGruen - next year as well

Raising internal awareness of sustainability and climate change mitigation will also be a top priority next year. This year's success means that the ÖBB Bee and Flower Cycle is to take place again in cooperation with "Österreich radelt" – in the usual or adapted form. The success of the first two editions of the "Green Marketing Award" means that this award for sustainable marketing will also be presented again in 2024. Marketing cases are therefore to be submitted again next year in four different categories.

The long-standing collaboration with Licht ins Dunkel is being continued in 2024 and supported with internal and external measures around the Christmas period. Österreichische Postbus Aktiengesellschaft has already announced its intention to donate a vintage car - restored by apprentices – for a good cause in 2024, as it did in 2022 and 2023. The aim is to auction the object in favour of Licht ins Dunkel in a high-profile auction.

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 Vienna, Licht ins Dunkel, Österreich radelt, CombiNet,... GRI 2-28

Other significant measures

Social Responsibility (excerpt)

Girls just wanna have Bahn! | Participation of ÖBB in the Vienna Daughters' Day 2023.

Making wishes come true | ÖBB employees fulfil a seriously ill child's dream of driving a real locomotive.

Sleeves up, we're cleaning up! | ÖBB employees collect approx. 300 litres of rubbish on Vienna's Danube Island in the world's largest bottom-up citizens' movement for a clean environment.

Cycling for bees and flowers | Enthusiasts established the 15th ÖBB Blühwiese (flowering meadow) by cycling for more biodiversity and species diversity during the intensive campaign in cooperation with "Österreich radelt".

ÖBB Housing | As housing has become very expensive in recent years, ÖBB provides its employees with modern and affordable rental flats.

Sustainable neighbourhood development at Nordwestbahnhof | Together with the City of Vienna, high-quality living space for 16,000 people is being created at the former Nordwestbahnhof freight station.



G.14. Reliable and Attractive Employer

Management approach

At ÖBB, more than 42,000 dedicated employees and approx. 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 of learning and 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 ten employers in Austria by 2030.
- ÖBB wants to take on approx. 3,000 new employees per year by 2028, and in doing so strongly increase the proportion of women throughout the Group. The target figure is 17% by 2028.
- The work culture is characterised by respect and trust, and employee satisfaction is to be kept above 70 points until 2030.
- ÖBB wants to hold the employee early attrition rate³ (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.

Employees as per employment contract as at 31.12.

| GRI 2-7, 405-1 | 2023 | | | 2022 | | |
|--|---------------|--------|---------|---------------|--------|----------------------|
| | Woman | Man | Diverse | Woman | Man | Divers ¹⁾ |
| Number of employees of the ÖBB-Group¹⁾ | 45,041 | | | 44,369 | | |
| Total number of employees as per employment contract¹⁾ | | | | | | |
| Employees | 5,001 | 12,452 | 0 | 4,580 | 11,588 | 0 |
| Workers | 1,317 | 10,945 | 0 | 1,172 | 10,210 | 1 |
| Employees with tenured position | 593 | 12,882 | 0 | 637 | 14,415 | 0 |
| Apprentices | 349 | 1,502 | 0 | 326 | 1,440 | 0 |
| Early attrition rate ²⁾ (%) | 18.8 | | | 17.9 | | |

¹⁾ ÖBB-Group total (domestic and abroad).

²⁾ Employee attrition within two years of service.

Note: Work is underway to collect basic data for further clarification.

Leasing employees

In the 2023 financial year, an average of 532.8 (py: 577.5) external leased employees (FTE) were employed in the ÖBB Group (in Austria and abroad). The two largest occupational groups are "vehicle technology - rail" and "cleaning and security". GRI 2-8

³ Attrition within two years of service.

Full and part time

In 2023, 32,774 (py: 32,713) men and 4,758 py: (4,355) women were employed full-time in the ÖBB Group in Austria, and 1,609 (py: 1,534) men and 1,311 (py: 1,155) women were employed part-time. GRI 2-7

| Employees as per employment contract as at 31.12. | | 2023 | | | 2022 | | |
|--|--|---------------|---------------|----------|---------------|---------------|----------|
| GRI 2-7 | | Woman | Man | Diverse | Woman | Man | Diverse |
| Number of employees at the ÖBB-Group¹⁾ | | 45,041 | | | 44,369 | | |
| Employees - ÖBB-Group^{*)} | | 7,260 | 37,781 | 0 | 6,715 | 37,653 | 1 |
| Employees ^{*)} | | 3,810 | 9,054 | 0 | 3,375 | 8,182 | 0 |
| Workers ^{*)} | | 1,317 | 10,945 | 0 | 1,172 | 10,210 | 1 |
| Employees with tenured position ^{*)} | | 593 | 12,882 | 0 | 637 | 14,415 | 0 |
| Apprentices ^{*)} | | 349 | 1,502 | 0 | 326 | 1,440 | 0 |
| Employees – national | | 6,069 | 34,383 | 0 | 5,510 | 34,247 | 1 |
| Employees | | 949 | 1,590 | 0 | 817 | 1,368 | 0 |
| Workers | | 352 | 3,512 | 0 | 341 | 3,406 | 1 |
| Employees with tenured position | | 0 | 0 | 0 | 0 | 0 | 0 |
| Apprentices | | 349 | 1,502 | 0 | 326 | 1,440 | 0 |
| Employees – national under 30 years of age | | 1,650 | 6,604 | 0 | 1,484 | 6,214 | 1 |
| Employees | | 2,321 | 5,980 | 0 | 2,042 | 5,496 | 0 |
| Workers | | 636 | 5,619 | 0 | 562 | 5,130 | 0 |
| Employees with tenured position | | 45 | 933 | 0 | 87 | 1,383 | 0 |
| Apprentices | | 0 | 0 | 0 | 0 | 0 | 0 |
| Employees - national between 30 and 50 years of age | | 3,002 | 12,532 | 0 | 2,691 | 12,009 | 0 |
| Employees | | 540 | 1,484 | 0 | 516 | 1,318 | 0 |
| Workers | | 329 | 1,814 | 0 | 269 | 1,674 | 0 |
| Employees with tenured position | | 548 | 11,949 | 0 | 550 | 13,032 | 0 |
| Apprentices | | 0 | 0 | 0 | 0 | 0 | 0 |
| Employees – national over 50 years of age | | 1,417 | 15,247 | 0 | 1,335 | 16,024 | 0 |

¹⁾ ÖBB-Group total (domestic and abroad).

Note: Work is already underway to collect basic data for further clarification.

ÖBB as a reliable and attractive employer

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. The value of safety in particular is to be firmly established as a top strategic priority for the coming year in order to maintain this focus.

Over 130 different professions are united under the ÖBB corporate umbrella. The job world is as big as it is versatile. ÖBB is the largest climate change mitigation company in the field of mobility in Austria and stands for meaningful jobs in a future-oriented industry. Besides 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 driver, construction and electrical technician, mechatronics technician, skilled worker, as well as on economic jobs, various positions in the real estate sector and, of course, all those who continue to drive the digitalisation of the ÖBB Group with their IT jobs.

A Group-wide referral programme called "ÖBB Jobanbahner:innen" was established for the first time in 2023 in order to actively position these mission-critical functions on the labour market. Open positions in the core areas are filled more quickly as colleagues motivate suitable people from their social environment to apply. This is an important step towards the future, as applications already show that a third of all long-term hires are attributable to a recommendation.

Continued strong demand for personnel was also met by an increased external presence on the labour market. In 2023, the motto of the year was “Always On” as an employer. This not only means presence in terms of advertising campaigns, but also at potential customer touchpoints. Employer appearances of this kind include, for example, careers fairs, events of various sizes, school partnerships, cooperation with the AMS and other educational institutions as well as various university partnerships. The content of ÖBB’s careers website has also been optimised for the best possible findability in order to achieve long-term success on the market.

The digital employer branding campaign “Always On” was also launched in February 2023. In contrast to previous campaigns, which were visible on as many media channels as possible over a short period of time, this campaign focussed on purely online formats throughout the year. The online display of job profiles on desktop and mobile devices was adapted to the search behaviour of potential applicants. The digital format made it possible to make adjustments to the playout frequency during the year depending on demand planning and to reach the desired target groups in concrete terms. In the period from January to September 2023, for example, the online campaign helped to achieve an average increase of approx. 46% in applications for the advertised occupational groups (compared to the same period in the previous year). This tangible success therefore justifies a continuation of the “Always On” campaign in the coming year.

In August, the current image campaign focused on the new self-image for climate-friendly mobility with the self-confident question “AND WHAT ARE YOU DRIVING?”. The most natural response should be to think of a climate-friendly mobility offer from ÖBB. The next step was to further develop this self-image in the way employees are addressed, without losing the meaningful component and thus the current USP on the labour market in the wording. This derivation was successful using the question “AND WHAT ARE YOU DOING?”.

ÖBB awards, certifications and distinctions

ÖBB’s strong positioning and its far-reaching measures are also recognised externally. For example, they rank among the country’s leading employers and won the coveted “Employer Branding Award” in gold with this year’s campaign. The major national successes in 2023 also include awards such as the overall victory of the Quality Award “Best Employer in Austria” as part of the Market Institute study. ÖBB has been awarded the Kurier “Favourite Employer” seal of approval for four years now and also achieved first place in the “Transport and Logistics” industry ranking in 2023.

Numerous activities on social networks are also proving successful. ÖBB is one of the “Top Companies 2023” on LinkedIn and is therefore one of the 25 best employers in Austria for professional development. A recommendation rate of 75% has been recorded on kununu over the last two years. Trend, kununu and statista also award the “Top Employer” seal of approval every year, which ÖBB received again in 2023, in 1st place in the Vienna ranking.

These and numerous other awards and certifications once again confirm that ÖBB is one of the most attractive employer brands in Austria.

Strategically orientated employer branding

The year 2023 marked an important milestone in the strategic direction of Group-wide employer branding. The start of the “100 years of ÖBB” anniversary year saw the Group-wide employer branding programme pick up speed in the first quarter and build on the strategic course already set. This development led to more intensive integration and coordination with Group Recruiting.

An employer branding dashboard was then set up as part of the bundling of HR. It enables internal stakeholders to track ongoing employer branding measures transparently and in real time, depending on the target group and purpose. This transparency helped to make co-operation with the defined interfaces within the ÖBB Group more efficient and coordinated.

ÖBB’s future Group-wide activities continue to aim for the most standardised implementation possible. At the same time, individual adjustments are to be made in close cooperation with the specialist departments within the subgroup companies. In this way, ÖBB can ensure the best possible approach for its target groups and retain employees in the long term.

In the anniversary year 2023, more than 150 event days were used to test various approaches and measures under the motto “Always On” in order to be even better coordinated for the coming year. The immense number of measures taken by ÖBB made it possible to get closer to a wide range of target groups and gather direct feedback for planning for 2024.

Overall, it has been demonstrated that Group-wide and coordinated employer branding is of great importance in order to consolidate ÖBB’s position as an attractive employer throughout Austria and to retain talent in the long term.

ÖBB as a diverse company

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.

ÖBB is diverse and diversity is important to the ÖBB Group. Companies that promote diversity are attractive employers and bring sustainable expertise to their teams. The efforts and measures to develop and create a respectful, open working culture with equal opportunities for all employees were recognised by the "Leader in Diversity 2023" award from a pan-European research team from statista, commissioned by the Financial Times.

ÖBB proudly bears the seal of approval for innovative DEI activities (Diversity, Equality, Inclusion), as well as the BGF seal of approval, which confirms its position in the area of workplace health promotion.

| Number of employees taken on by the ÖBB Group / rate of admissions in per cent ¹⁾ | | | | | | |
|--|---------------------|--------------|---------|---------------------|--------------|-----------|
| GRI 401-1 | 2023 | | | 2022 | | |
| | Woman | Man | Diverse | Woman | Man | Diverse |
| Employees²⁾ | 5,035 / 11.2 | | | 4,691 / 10.6 | | |
| Employees | 645 / 16.9 | 904 / 10.0 | 0 / 0.0 | 597 / 17.7 | 797 / 9.7 | 0 / 0.0 |
| Workers | 377 / 28.6 | 1,986 / 18.1 | 0 / 0.0 | 291 / 24.8 | 1,725 / 16.9 | 1 / 100.0 |
| Employees with tenured position | 0 / 0.0 | 1 / 0.0 | 0 / 0.0 | 0 / 0.0 | 0 / 0.0 | 0 / 0.0 |
| Apprentices | 130 / 37.2 | 515 / 34.3 | 0 / 0.0 | 133 / 40.8 | 432 / 30.0 | 0 / 0.0 |
| Employees – national | 4,558 / 11.3 | | | 3,976 / 10.0 | | |
| Employees | 285 / 30.0 | 376 / 23.6 | 0 / 0.0 | 265 / 32.4 | 326 / 23.8 | 0 / 0.0 |
| Workers | 105 / 29.8 | 757 / 21.6 | 0 / 0.0 | 102 / 29.9 | 674 / 19.8 | 1 / 100.0 |
| Employees with tenured position | 0 / 0.0 | 0 / 0.0 | 0 / 0.0 | 0 / 0.0 | 0 / 0.0 | 0 / 0.0 |
| Apprentices | 130 / 37.2 | 515 / 34.3 | 0 / 0.0 | 133 / 40.8 | 432 / 30.0 | 0 / 0.0 |
| Employees – national under 30 years of age | 2,168 / 26.3 | | | 1,933 / 25.1 | | |
| Employees | 334 / 14.4 | 458 / 7.7 | 0 / 0.0 | 302 / 14.8 | 406 / 7.4 | 0 / 0.0 |
| Workers | 191 / 30.0 | 952 / 16.9 | 0 / 0.0 | 143 / 25.4 | 773 / 15.1 | 0 / 0.0 |
| Employees with tenured position | 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 |
| Employees - national between 30 and 50 years of age | 1,935 / 12.5 | | | 1,624 / 11.0 | | |
| Employees | 26 / 4.8 | 70 / 4.7 | 0 / 0.0 | 30 / 5.8 | 65 / 4.9 | 0 / 0.0 |
| Workers | 81 / 24.6 | 277 / 15.3 | 0 / 0.0 | 46 / 17.1 | 278 / 16.6 | 0 / 0.0 |
| Employees with tenured position | 0 / 0.0 | 1 / 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 |
| Employees – national over 50 years of age | 455 / 2.7 | | | 419 / 2.4 | | |

¹⁾ The rate of new hires was calculated on the basis of the data as at 31.12: Number of employees who joined the ÖBB Group divided by the number of employees by employment contract * 100.

²⁾ ÖBB-Group total (domestic and abroad)

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

The year 2023 was an outstanding year for recruitment in the HR organisation. More than 4,500 positions (including apprentices) were filled domestically in 2023. In 2023, a total of over 81,500 candidates (domestic and abroad) applied to ÖBB.

This is a significant increase compared to 57,000 applicants in 2022, which confirms the performance portfolio of the measures. ÖBB also scored highly among the applicants as one of the most sustainable mobility service providers in Austria.

October 2022 also saw the final centralisation of the entire recruitment process at ÖBB-Business Competence Center GmbH. This measure helps to meet the challenges posed by generational change within the Group and enables a powerful and focused response to labour market challenges.

An essential part of not only managing these feats of strength, but also making them sustainable, is the use of defined standards in recruiting. The introduction of defined recruiting standards plays a key role: they ensure an efficient, professional application process and guarantee equal treatment and compliance with all standards and regulations. In addition, the promotion of women in the application process is emphasised in order to increase diversity and improve the quality of staffing, which in turn should reduce or counteract early turnover. ÖBB attaches particular importance to training its recruiters to improve the quality of the recruitment process.

| Employees who left the ÖBB Group / rate of departures in per cent ¹⁾ GRI 401-1 | 2023 | | | 2022 | | |
|--|---------------------|--------------|---------|---------------------|--------------|---------|
| | Woman | Man | Diverse | Woman | Man | Diverse |
| Employees²⁾ | 4,398 / 9.8 | | | 3,983 / 9.0 | | |
| Employees | 336 / 8.8 | 514 / 5.7 | 0 / 0.0 | 290 / 8.6 | 451 / 5.5 | 0 / 0.0 |
| Workers | 178 / 13.5 | 1,135 / 10.4 | 0 / 0.0 | 164 / 14.0 | 990 / 9.7 | 0 / 0.0 |
| Employees with tenured position | 44 / 7.4 | 1,541 / 12.0 | 0 / 0.0 | 38 / 6.0 | 1,478 / 10.3 | 0 / 0.0 |
| Apprentices | 20 / 5.7 | 80 / 5.3 | 0 / 0.0 | 26 / 8.0 | 82 / 5.7 | 0 / 0.0 |
| Employees – national | 3,848 / 9.5 | | | 3,519 / 8.9 | | |
| Employees | 126 / 13.3 | 200 / 12.6 | 0 / 0.0 | 111 / 13.6 | 156 / 11.4 | 0 / 0.0 |
| Workers | 58 / 16.5 | 395 / 11.2 | 0 / 0.0 | 55 / 16.1 | 338 / 9.9 | 0 / 0.0 |
| Employees with tenured position | 0 / 0.0 | 0 / 0.0 | 0 / 0.0 | 0 / 0.0 | 0 / 0.0 | 0 / 0.0 |
| Apprentices | 20 / 5.7 | 80 / 5.3 | 0 / 0.0 | 26 / 8.0 | 82 / 5.7 | 0 / 0.0 |
| Employees - national under 30 years of age | 879 / 10.6 | | | 768 / 10.0 | | |
| Employees | 153 / 6.6 | 230 / 3.8 | 0 / 0.0 | 137 / 6.7 | 210 / 3.8 | 0 / 0.0 |
| Workers | 84 / 13.2 | 470 / 8.4 | 0 / 0.0 | 66 / 11.7 | 437 / 8.5 | 0 / 0.0 |
| Employees with tenured position | 1 / 2.2 | 7 / 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 |
| Employees - national between 30 and 50 years of age | 945 / 6.1 | | | 863 / 5.9 | | |
| Employees | 57 / 10.6 | 84 / 5.7 | 0 / 0.0 | 42 / 8.1 | 85 / 6.4 | 0 / 0.0 |
| Workers | 36 / 10.9 | 270 / 14.9 | 0 / 0.0 | 43 / 16.0 | 215 / 12.8 | 0 / 0.0 |
| Employees with tenured position | 43 / 7.8 | 1,534 / 12.8 | 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 |
| Employees – national over 50 years of age | 2,024 / 12.1 | | | 1,888 / 10.9 | | |

¹⁾ The rate of departures was calculated on the basis of the data as at 31.12: Number of employees who left the ÖBB Group divided by the number of employees by employment contract * 100.

²⁾ ÖBB-Group total (domestic and abroad)

Collective tariff agreements

The percentage of employees in Austria and abroad who are covered by collective labour agreements is 67% (py: 62%). 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)

Approx. 36.9% of domestic employees had the option of a MAG in 2023, with an implementation rate of approx. 86.4%. GRI 404-3

ÖBB Workers Council

The ÖBB Group has had a Group Workers Council since 2004, which is currently reconstituted every five years. It combines the competences of all ÖBB Group works council bodies and represents the common interests of employees at Group level. It formulates positions and strategies and develops solutions for Group-wide challenges in the activities of the Workers Council. The Group Workers Council is the point of contact for all relevant employee concerns vis-à-vis Group management. The Group Workers' Council negotiates cross-company issues with the Group management on behalf of the workers' councils within the framework of the Labour Constitution Act. In addition, the Group representation is actively involved in all issues relevant to employees through its activities in various functions in the trade union movement and politics.

In addition, since 2011 there has been an agreement between the Executive Board of ÖBB-Holding AG and the Group Workers' Council for the establishment of a European Workers' Council (EWC) for the ÖBB Group in accordance with EU Directive 2009/38/EC and the establishment of an office for the EWC.

Employee survey 2023 (ES)

The employee survey provides the company management and executives with valuable feedback on the employees' identification with the company, job satisfaction and the effects of workloads. It is therefore an indispensable element for improving the quality of leadership and employee loyalty and so for the success of the company.

The survey takes place on average every two years. All employees and apprentices in the ÖBB Group were invited to take part in the survey from 2 to 22 October 2023. The participation target was set at 60%. This value was actually surpassed with a participation rate of 63%.

The answers to the questions are summarised in three important topics:

- **Identification:** ÖBB wants to position itself as an attractive employer - one that employees enjoy working for and with whose values, actions and behaviour they identify.
- **Job satisfaction:** Without satisfied employees, there is no successful company. ÖBB's top priority continues to be to sustainably increase job satisfaction in the long term.
- **Ability to work:** The aim is to positively influence the health and ability to work as well as the performance and productivity of ÖBB employees in the daily work process. This requires measuring the extent to which resources and stresses affect employees' ability to work.

The results in the area of "identification" were almost the same as in the last survey (2021). In 2018, the value was 69 index points, in 2021 73 index points and finally in 2023, 71 index points. A total of 71 points was achieved on the topic of "job satisfaction". The value is now up 3 points on the 2018 result after peaking at 72 points in 2021. Since 2021, the focus has also been on the employees' ability to work. This reduced by one index point to 75 when compared to the pandemic year of 2021.

These results of the employee survey will help ÖBB to develop measures in the coming year and as such improve the results or maintain them at a high level.

HR-IT-Transformation – recruiting and talent management

In 2023, the HR-IT-Transformation (H-IT-T) programme was initiated as a multi-year project to press ahead with the path to modern, fast HR management with efficient processes and digital solutions.

The aim is to offer applicants the opportunity to make contact and apply as easily as possible e.g. automatic suggestions of suitable positions based on applicant profiles. Recruiters should also be better supported in their daily work. The aim is to better handle the increased quantity of job interviews with increased quality by having more time for value-adding activities. This should further reduce processing and throughput times in the interests of a speedy and efficient application process.

A complete reorganisation of HR IT solutions for talent management will bring forward-looking, system-supported HR capabilities such as sourcing, modern forms of learning and succession planning into the Group. They are implemented in end-to-end workflows along the entire employee lifecycle (end-to-end solutions). This reorganisation also includes the establishment of a Group-wide talent management process landscape, including corresponding standards and governance – taking into account competency models, performance management tools and HR development instruments.

The HR IT Transformation programme includes plans to introduce a comprehensive performance management system. It is designed to digitally support employee appraisals and collect feedback. In addition, the introduction of a system for structured succession planning and for the visualisation and promotion of talent is planned. The focus in this context is the Group-wide, targeted analysis of strengths and skills requirements so that key positions may be filled internally to ensure a perfect fit. In addition, attractive career paths are to be created. Digital support in the form of implementation in the "SAP Success Factors HR IT" systems is essential for the realisation of effective talent management processes.

The alignment with industry standards, the streamlining of HR processes and the focus on state-of-the-art solutions make the transformation a key lever for efficient HR management and a major contribution to positioning the company as an attractive employer on the labour market.

Résumé and outlook 2024

The whole of 2023 was geared towards the "100 years of ÖBB" anniversary and came to a worthy conclusion in autumn 2023 with the joint centenary event. This was another opportunity for ÖBB to position "our ÖBB" as an attractive employer, both internally for colleagues and externally for guests.

The recruiting focus was expanded to include foreign activities in addition to the national market. The wide-ranging measures have already resulted in a record number of over 65,000 applications. This speaks for the entire team's commitment to attracting new talent to the Group.

The "Always On" strategy is therefore being continued in 2024 for the ÖBB Group as an employer in order to respond to the ongoing tight labour market. ÖBB endeavours to plan this sustainably and use resources as efficiently as possible. Goodies are only purchased sustainably and as plastic-free as possible, and wherever possible, digital media are preferred to printed materials.

In 2024, the focus is once again on mission-critical functions, as the number of open positions is expected to be particularly high in this area. The "Jobbahner:innen" programme is also being continued to provide support.

The qualitative standard of applications is also to be raised in addition to the quantitative number of applications. Targeted sourcing management and actively approaching potential new colleagues is another factor that plays a contributory role.

A particular focus in 2023 was also the conduct of the Group-wide employee survey. As a result of the high participation rate, it was possible to achieve considerable success, enabling the introduction of targeted measures in the area of employee satisfaction.

Other significant measures

Reliable and attractive employer (excerpt)

How will we work in the future? | At the Alpbach Forum, ÖBB focussed on the "working world of tomorrow". Flexible working hours was the main topic of discussion. A FlexiFriday model has been piloted in parts of the ÖBB Group since autumn 2023, which makes a 4-day week possible by eliminating core working hours on Fridays.

Group-wide onboarding | In the "Group-wide onboarding" project, the Group-wide onboarding process for certain target groups was developed as a minimum standard in 2023. The most important work packages included process design and process description, the design and implementation of a buddy system and the piloting of a Group-wide onboarding day.

RCG Europe Week | Approx. 15 apprentices take advantage of the RCG Europe Weeks in 2023. The apprentices once again had the opportunity to work at the Rail Cargo Group's international locations, demonstrate their intercultural skills and gain experience.



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 the reason for ÖBB's search for approx. 3,000 new employees every year. This generation change brings many challenges, but also opportunities.

In addition, ÖBB fundamentally wants to offer all generations working for the company an attractive and productive working environment. Four generations are already working in the company at the same time – from the baby boomers to generations X, Y and Z bringing with them different expectations and demands. 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 able to systematically survey all employees throughout the Group who have expertise and experience that is critical to the company's success.
- In 2023, more knowledge transfer coaches were trained, and Group-wide networking and the deepening of expertise was also further expanded. In addition, the Knowledge Management in Teams programme was piloted to support employees in securing knowledge on a daily basis.
- 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 404-2

| Key figures at a glance | 2023 | 2022 |
|---|--------|--------|
| Employees who utilised the statutory partial retirement option under Section 27 AIVG , GRI 402-2 | 505 | 498 |
| Applications processed*) | 81,763 | 57,421 |
| <i>Share of female applicants (%)</i> | 28 | 28 |
| <i>Share of male applicants (%)</i> | 70 | 71 |
| <i>Share of applications from diverse / inter / not specified (%)</i> | 2 | 1 |

*) ÖBB-Group total (domestic and abroad).

Preserving valuable knowledge.

The know-how and extensive knowledge of long-serving employees is a valuable resource that should be safeguarded. In 2023 alone, approx. 3,848 employees in Austria left the company. 505 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.

Employees have been trained as knowledge transfer coaches since 2019 for this purpose. The training program comprises three modules over a period of 4.5 days. 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 is constantly being expanded, and expertise is further developed and deepened through regular networking. The range of knowledge management tools is also being continuously expanded: the "Knowledge Management Toolbox" was introduced in 2022. This is a collection of methods and tools that facilitate knowledge transfer and knowledge retention. In addition, the knowledge management self-check was made available to employees from 2023. It helps to systematically identify knowledge management needs on the basis of a self-assessment. The range of training courses was also expanded in 2023 with the pilot for the "Knowledge Management in Teams" programme and the "Knowledge Management Compact" training course. Knowledge Management in Teams was piloted in 2023 consisting of an approx. 5-day programme enabling employees to develop knowledge management skills in real terms. In addition to the knowledge transfer coaches deployed across divisions, the target group here are employees who work specifically on the operational knowledge retention of their division. Knowledge Management Compact presents a one-day compact training programme aimed at managers and employees. This training course teaches the basics of knowledge management.

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.

Hybrid und flexible

In 2023, ÖBB filled over 5,000 positions (including apprentices) in Austria and abroad. In total, over 81,500 interested people applied to ÖBB in 2023, 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 2024

As the demand for knowledge management training is growing rapidly, all programmes will continue to be offered in 2024. The "Knowledge Management in Teams" programme piloted in 2023 will be evaluated and, if necessary, adapted for continuation in 2024. At the same time, the aim is to make access to the programmes more accessible and to strengthen target group-oriented communication in this regard. For example, an e-learning programme for managers on the subject of knowledge transfer is being rolled out. The continually growing group of knowledge transfer coaches receives further training as part of Group-wide networking events. The positive impact of their work in terms of active knowledge management is made visible through communication initiatives.

An evaluation of knowledge management is planned for 2024 in order to establish an even more targeted knowledge management system based on the experience gained. As part of this, an evaluation will be conducted to determine which key figure should be collected in the future in conjunction with knowledge management and the area or process from which it will be derived. The performance indicator "Knowledge transfer tandems completed" was no longer collected in 2023.

Other significant measures

Generational change (excerpt)

Fit4TechWoman | This entry-level programme is designed to get female apprentices, pupils and students in particular interested in the maintenance sector. Over the course of a year, mentors from various technical disciplines give them an insight into the technical world of ÖBB.

Refugee Talents | From the 2023 / 24 apprenticeship year, ÖBB-Infrastruktur AG's apprenticeship training programme will also support young refugees from Ukraine, who will be trained in both technical and commercial professions. Moreover, ÖBB, in cooperation with the Public Employment Service Austria (AMS) and NGOs, is specifically looking for refugee women who are interested in apprenticeships.



G.16. Economic driver, Value-adding 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 national 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, ÖBB wants to double the performance of the railway system by expanding the rail infrastructure, digitalising rail operations and using modern vehicles. The essential tool for implementation is the framework plan. As a planning and financing instrument of the federal government, it contains the presentation of all new infrastructure construction projects including their investment sums as well as the planned expenditure for the maintenance of the rail network. 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 mayor players in Europe.
- The goal is to also double the performance of the rail system by 2040 (based on 2018).

| Key figures at a glance | 2023 | 2022 |
|--|---------|---------|
| Investments of the ÖBB Group in Euro million | 4,504.3 | 3,920.2 |
| Investments of the ÖBB-Infrastruktur sub-group in Euro million | 3,364.6 | 3,262.3 |
| Investments of the ÖBB-Personenverkehr sub-group in Euro million | 913.8 | 476.7 |
| Investments of the Rail Cargo Austria subgroup in Euro million | 170.5 | 141.6 |

Highlights 2023

Doubling the performance capability of the rail system

The strategic focus of ÖBB is to double the performance of the rail system by 2040 compared to 2018. 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 digitalisation and automation will be relied on, but the use of residual capacities already available today will also be fully exploited. A higher priority is being given to longer and more efficiently loaded trains and higher seat utilisation with reference to rolling stock. The timetable is also to be optimised in a further step in order to achieve the aim of doubling the number of passengers.

The framework plan is the primary tool for the implementation of the objectives. The new 2024 to 2029 framework plan will see approx. EUR 3.5 billion invested in the railway infrastructure each year. 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 will enable significant increases in capacity and reductions in journey times. 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, however; the local economy is already benefiting from the investments today. ÖBB generates several billion euros in added value for the country every year. The result of approx. EUR 1.0 billion in railway investments is to create and secure approx. 15,000 to 17,000 jobs in Austria. In addition, two jobs at ÖBB create and secure another job outside the railway. The investments mean an upgrading of the business location. These open up the regions and enable more growth and prosperity. The fact that investments in ÖBB's railway infrastructure are a particularly sustainable form of investment was also confirmed in 2023 by the independent rating agency ISS ESG. ÖBB-Infrastruktur AG once again achieved top status.

Austria has an innovative railway industry that ranks among the absolute top internationally and has enjoyed 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 the railway are valuable, long-term investments that boost the economy through improved infrastructure and mobility routes. In addition, the railway expansion means secure orders for the economy and as a result secure jobs. This is accompanied by 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 77% of Austria's communities with public mobility.

Outlook for 2024

In the coming year, ÖBB will continue to focus on the expansion and modernisation of regional railways as valuable feeder services for a better infrastructure in rural areas. Infrastructure facilities for freight transport will also continue to be expanded in 2024, thus creating the preconditions for a sustainable economy. These investments are considered both a climate saver and an economic driver for the national and regional economy. In the Target Network 2040 (BMK together with ÖBB and SCHIG mbH), 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.

Other significant measures

Economic driver, Value-adding Investments and Sustainable Financing (excerpt)



A train/future partnership in German local transport | The acquisition of Go-Ahead Verkehrsgesellschaft Deutschland GmbH is intended to increase the international potential of passenger transport even further.

Export Prize 2023 Bronze for Rail Cargo Group | Rail Cargo Group 2023 was awarded the Export Prize – Bronze in the Traffic and Transport category for transporting over 2 million tonnes of grain by rail from Ukraine (Ukraine-Russia war) in 2022.

Rail4Regions | The aim of Rail4Regions is to better connect regional rail networks to international freight corridors and to find solutions for goods that have an affinity for transport by rail but are transported by road.

Serbia in own traction | The expansion of own traction to Serbia in 2023 means that the Rail Cargo Group is now able to handle transport services in 13 countries and, for the first time, outside the European Union under its own management. The result is an optimisation of transport and networks and thus a real alternative to road transport.

EU funding for rail | Austrian rail projects were able to secure funding totalling approx. EUR 400.0 million in the EU call for funding as part of the Connecting Europe Facility (CEF) in July 2023.

G.17. Learning and 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 learning and development 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.
- One focus is on the ongoing digitalisation of training.
- Female workers are to be promoted to a greater extent.

| Key figures at a glance | 2023 | 2022 |
|---|------------------|------------------|
| ÖBB employees attending training courses at the ÖBB akademie GRI 404-2 | 1,425 | 765 |
| <i>Women / Men GRI 404-2</i> | <i>598 / 827</i> | <i>295 / 490</i> |
| ÖBB employees attending ÖBB bildung further training courses (Training Catalogue) GRI 404-2 | 10,356 | 6,915 |
| Course titles offered in the ÖBB training and development catalogue | 269 | 115 |
| <i>of which in a digital format¹⁾</i> | <i>138</i> | <i>-</i> |
| Participant hours for training and further education (total excl. railway-specific training) in hours GRI 404-1 | 781,107 | 918,772 |
| <i>of which women GRI 404-1</i> | <i>108,562</i> | <i>107,282</i> |
| Participant days for railway-specific training courses (days) ²⁾ | 126,631 | 115,606 |
| Different apprenticeships in the ÖBB Group | 27 | 27 |

¹⁾ Figure has only been reported separately since 2023.

²⁾ Excl. audit hours and modified data basis compared to previous year's report.

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 (training and 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 (training and development catalogue) were converted to other virtual learning formats - such as webinars or apps. This conversion remains sustainable: In the future, face-to-face training will continue to be expanded as digital concepts or so-called blended learning concepts. Attendance units are combined with digital learning, depending on the target group and didactic criteria.

Virtual world

The MetaVeresum, also known as the Metaverse, is a combination of real and virtual worlds. This is a relatively new term that has been coined primarily for online games. It is therefore a virtual place where real people meet and interact with each other. This extension of the real world is designed to allow participants to physically immerse themselves in the virtual world.

ÖBB sees the potential here in three areas of application, which are currently being evaluated in the form of a proof of concept. The provision of virtual training rooms for interactive yet location-independent learning and development is of central importance in this context. Other areas of application include the provision of 3D models in this virtual environment in the form of VR-supported e-learning, as well as the possibility of holding live online training sessions.

Learning and development offered at the ÖBB Business Competence Center.

The part of the learning and development 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. 1,425 (py: 765) participants took advantage of the extensive programme in 2023, including 827 (py: 470) participants and 598 (py: 295) participants. In 2023, a total of 36 (py: 31) training courses and 46 (py: 15) training sessions and workshops were held – for managers, team coordinators, working group leaders, experts, specialists and other employees. This corresponds to approx. 35,331 (py: 28,870) participant hours offered as part of the ÖBB academy.

Targeted securement of potential specialists

In September 2023, 18 university graduates started the new intake of the “TRAINees4mobility” trainee programme. 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. Almost at the same time – in October 2023 – 13 trainees successfully completed the one-year programme and started their new job in their target position.

ÖBB Training

ÖBB bildung (training and development catalogue) offers a comprehensive and flexibly bookable range of approx. 269 (py: 115) courses (138 of which are digital courses). These are tailored to the needs of the individual job profiles and have a strong practical orientation. The ÖBB bildung (training and development catalogue) was able to support a total of 10,356 participants in 2023 (py: 6,915).

Digitalisation for the top training of the future.

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

135 new e-learnings, e-trainings and learning apps were available in 2023. 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 skills was rolled out across the Group. The focus here is on language practice, in six languages. The Group's learning management systems are also constantly being evaluated and further developed. The focus here is on the learning experience of employees. A tender for the purchase of a learning experience system was successfully completed in 2023. It will be rolled out in 2024. The digital service will also be expanded to include a digital coaching platform in future. An invitation to tender was issued in 2023. The roll-out is planned for early 2024. Extended reality (XR) technology as a combination of real and virtual environments and human-machine interaction will play an important role in future education and training, especially in the railway-specific field. In 2023, HR development focussed on the topics of “virtual classrooms”, “3D models” and the use of artificial intelligence in content creation.

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 16.1% to 17.0% by 2026. For this reason, training and development measures continue to focus on the advancement of women. In 2023, the share of women in further training programmes at the ÖBB akademie increased again. The share increased by three per cent and stood at 42.0% (py: 38.6%). Nevertheless, the number of women on the courses declined once again. This was 29.5% in 2023 (py: 33.6%). Nevertheless, evaluations and surveys show that women at ÖBB benefit from specific training and coaching opportunities. The proportion of women on individual training programmes is significantly higher at 48.5%.

Railway-specific learning and development

Railway-specific learning and development is organised by the Learning and development Department of ÖBB-Infrastruktur AG as a Group-wide competence centre. In 2023, ÖBB employees made use of 126,631 participant days. More than 100 specialist training staff organise and conduct out in-company learning and development in railway professions. Approx. 257 different learning and development programmes are provided in the training tracks of operations management and shunting, traction technology training or safety in the track area. This has also included railway technology training since 2023. GRI 403-5, 403-7

Other Group companies, subsidiaries and business units also offer additional specific training courses. To round off its range of in-service training courses, ÖBB also cooperates with external educational institutions. GRI 404-2

Potential technicians (career beginners) have the opportunity to join ÖBB-Infrastruktur AG directly with the "infra:techrotation" programme. In October 2023, seven new technicians started work in their role and are supported by an internal training programme designed specifically for this programme. The aim of this programme is to cover personnel requirements in the technical area in a targeted and needs-based manner and to prepare the new technicians for their future tasks in their first year.

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 AG mainly offer apprenticeships in commercial professions. In contrast, ÖBB-Infrastruktur AG and Österreichische Postbus Aktiengesellschaft primarily train apprentices in technical vocational fields. GRI 2-7, 401-1

The training has received international and state awards. 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, such as 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. Besides 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 are designed to get young people excited about ÖBB.

A newly structured application process enables online-based applications for apprenticeships at ÖBB. Investments are also currently being made in new buildings and conversions in the area of apprentice training: the Bludenz and Knittelfeld training workshops were reopened in 2020. 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 2024

After the corona-related slump in participation in learning and development in 2020, the number of participants in education and training will continue to rise in 2022 and 2023. This upward trend is probably also due to the increasingly flexible design of access to education through e-learning and hybrid learning opportunities.

In 2024, ÖBB will continue to focus increasingly on digital and hybrid learning formats, especially in the virtual environment and on the use of artificial intelligence. This corresponds 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 ÖBB's development ecosystem in conjunction with Learning 4.0 – the corresponding technology behind it – should contribute to the creation of a smart learning environment. The continued development of the IT system landscape is increasingly focussing on the aspect of "moving away from learning management towards learning experience".

The digitalisation of the Group-wide ÖBB bildung (training and development catalogue) will therefore continue to progress. The fact that approx. 100,000 training hours per year are already being completed virtually via e-learning, including in specialised training, confirms ÖBB's intentions.

Management development – holistic, targeted, flexible and self-determined

Leadership is a substantial contribution that makes us successful as ÖBB. The initiatives launched in 2022 to strengthen leadership and management skills were continued and supplemented in 2023. The entire management development programme was reorganised as part of a Group-wide project. The aim of management development continues to be to enable managers in the ÖBB Group to meet the challenges in their management work and area of responsibility in a targeted, flexible and, above all, self-determined manner. A survey on the specific challenges and needs among all managers themselves made a significant contribution to developing the programmes in line with requirements. As a result, almost 30 new programmes will be added to the Group-wide management development programme from 2024. The "ÖBB Leadership Navigator" was also developed as part of the project. It is designed to provide managers with a comprehensive, structured and quick overview of specific training initiatives and measures.

The two "Executive Update" events have made an important contribution to management development. The motto of the event was "APPLY – GET – KEEP" and the special role of managers in employee recruitment and retention was discussed and addressed.

Other significant measures

Learning and development (excerpt)

Leadership development NEW | Launch of the concept for a Group-wide leadership development programme with a flexible leadership development journey. It is intended to further develop leadership behaviour and provide more confidence in the "new world of work".

Metaversum (digital learning) | "Proof of Concept" – evaluation of the provision of virtual training rooms for interactive, location-independent learning and development – digital learning in the metaversum. These include, for example: Provision of 3D models in a virtual environment in the form of VR-supported e-learning and the option of holding live online training sessions.

XR technology | Extended Reality (XR) technology plays a particularly important role in learning and development in the railway sector. In 2023, the topics of "virtual classrooms", "3D models" and the use of artificial intelligence in content creation were examined in more detail.

Sustainability training | As of December 2023, five of the six planned sustainability training courses for ÖBB employees will be available on the topics of "Climate change - causes and consequences", "Sustainability - an introduction" or "Sustainability and politics", "Sustainability and companies" and "Sustainability in everyday life". GRI 2-17



Learning through play – serious games | The serious game “CoreCargo” lets you interactively experience the most important processes of the Rail Cargo Group. A further international roll-out is planned for 2024 as well as further development towards sustainability (impact of climate change on the Rail Cargo Group’s business model).

Service Design Learning Nuggets | As part of the onboarding of new Rail Cargo Group employees, 17 Service Design Learning Nuggets including various modules such as freight wagon accounting, transport concept presentation, construction site planning, etc. are available. They explain the complex interrelationships in service design in an comprehensible manner.

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 in principle 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 national economy, is a mayor 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 change mitigation targets | <ul style="list-style-type: none"> – Implementation of the ÖBB climate change mitigation strategy to reduce the CO₂ footprint in the three areas of mobility, buildings and Scope 3 – Implementation of the decarbonisation strategy | Reduction of CO ₂ emissions | 1. Climate change mitigation 7. Innovation and Technology 8. Sustainable Finance |
| Economy Ecology Social topics | Increased CO ₂ 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"> – Thermal refurbishment of buildings: Group 2030 / 2040 building refurbishment plan – Efficient use of air-conditioning systems, but also pushing alternative solutions (vertical and horizontal forms of greenery - natural shading) | Reduction of CO ₂ emissions | 1. Climate change mitigation 2. Climate change adaptation 8. Sustainable Finance |
| Economy Ecology Social topics | Short- and long-term pollution of the environment by diesel-driven trains | <ul style="list-style-type: none"> – Implementation of the ÖBB climate change mitigation strategy to reduce the CO₂ footprint in the mobility sector – Implementation of the decarbonisation strategy | <ul style="list-style-type: none"> – Conversion to alternative drives – Reduction of CO₂ emissions – More independency from diesel fuel price increases | 1. Climate change mitigation |
| Social topics | Exposure to noise emissions | <ul style="list-style-type: none"> – Promotion of fixed noise barriers and dams – Continuous on-board retrofitting of all ÖBB (existing) freight wagons in operation with low-noise brake pads – Incentive for railway undertakings (RUs) to switch to low-noise freight wagons on the ÖBB rail network through a noise bonus on the infrastructure usage charge (IBE) – Continuous on-board retrofitting of all ÖBB (existing) freight wagons in operation with low-noise brake pads – targeted training and information for employees on noise reduction in rail operations and maintenance (e.g. rail grinding) | <ul style="list-style-type: none"> – Reducing the negative impact on the health of neighbouring residents – Impairment due to noise emissions is no longer perceived as a "problem" | 3. Emissions (excl. CO ₂) |

| Impact | Risks | Measures (excerpt) | Opportunities | Building block of the ÖBB sustainability strategy |
|--|--|--|---|---|
| Ecology Social topics | Accidents with personal injury or environmental damage | <ul style="list-style-type: none"> – Regular safety briefings and training for traction vehicle drivers – Further development Warn App – Master plan for the reduction of signal overruns – Conducting dangerous goods checks in accordance with RID – 24h on call for dangerous goods – Emergency management and emergency exercises – Advice and training of employees on dangerous goods regulations | <ul style="list-style-type: none"> – Safety for customers, employees and neighbours – Preservation of biodiversity and “clean” areas of water and land/soil/air | 3. Emissions (excl. CO ₂) 4. Resource management 5. Biodiversity & Species Diversity 10. Health, Safety and Security |
| Ecology Social topics | Increased emissions of classic air pollutants (NO ₂ , NO _x ,...) in transportation | <ul style="list-style-type: none"> – Ongoing renewal of the bus fleet and thus a switch to lower-emission buses – Alternative drive systems for buses, testing of hydrogen buses – Gradual conversion of diesel vehicles on the rails – Further electrification of routes | Reduction of emissions of NO ₂ , NO _x ,... | 3. Emissions (excl. CO ₂) |
| Ecology Social topics | Increased light pollution and its negative impact on humans, animals and plants | <ul style="list-style-type: none"> – Use of lighting alternatives – Optimal use of lighting, through sensible planning / implementation | Light emissions do not constitute an impairment | 3. Emissions (excl. CO ₂) |
| Ecology Social topics | Exposure to electromagnetic fields | <ul style="list-style-type: none"> – Laying of return conductors during the construction of overhead line systems – Compliance with the necessary distances, e.g. for traction current transmission lines | Electro-smog does not constitute an impairment | 3. Emissions (excl. CO ₂) |
| 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"> – Component preparation and reuse – Resource-conserving approach – Multiple uses of washing water – Promotion of the circular economy | 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"> – Sensible planning of targeted measures to avoid, reduce or compensate for negative environmental impacts – 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 – Biological monitoring of areas of interest – Placing bird caps and guards in front of the isolator | Biodiversity and species diversity. | 4. Resource management |

| Impact | Risks | Measures (excerpt) | Opportunities | Building block of the ÖBB sustainability strategy |
|-------------------------------------|--|---|---|---|
| Economy Ecology Social topics | Reduction of biodiversity and species diversity through plant protection products | <ul style="list-style-type: none"> – Continuous optimisation measures of the spraying equipment through optical green detection – Research projects for the replacement of glyphosate or other plant protection products with efficient chemical, physical and mechanical alternatives. | Reduction of chemicals (less environmental impact) | 5. Biodiversity and species diversity |
| Economy Ecology | Inefficient use of energy and especially renewable energy | <ul style="list-style-type: none"> – Lever five of ÖBB's climate change mitigation strategy (energy efficiency) and the decarbonisation path in the area of buildings | Efficient use of already limited energy resources | 1. Climate change mitigation 3. Emissions (excl. CO ₂) |
| 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"> – Promotion of sustainable production suppliers – Consideration of sustainability criteria in the procurement process. – Supplier assessment through supplier management system – Commitment to the international sustainability initiatives Railponsible and those of the ERPC – Transparency in the award criteria using TCO models (life cycle assessment) | Conserving resources (raw materials, energy,...) | 1. Climate change mitigation 6. Sustainable Procurement |
| Economy Ecology Social topics | Outdated technologies cause resource inefficiency and environmental damage | <ul style="list-style-type: none"> – Europe's Rail Joint Undertaking – Digital automatic coupling – Rail4Future project – MIKE – Alternative drives – Innovation Program Regional Railway Technology | Efficient use of resources and avoidance / reduction of environmental damage | 1. Climate change mitigation 7. Innovation and Technology |
| Economy Social topics | Violation of human rights | Protect and demand respect for human rights from employees, partners and suppliers | Fair dealings with employees, partners and suppliers | 6. Sustainable Procurement 11. Diversity and Equal Opportunity |
| Economy Social topics | Increased impediment to innovation and progress | <ul style="list-style-type: none"> – 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 – Creation of priority topics for the implementation of specific measures (integrated mobility, digitalisation of customer information, services at the station) – Digitalisation, other ways of communicating and obtaining information | <ul style="list-style-type: none"> – Conserving resources – Encourage inventiveness | 7. Innovation and Technology 14. Reliable and Attractive Employer |

| Impact | Risks | Measures (excerpt) | Opportunities | Building block of the ÖBB sustainability strategy |
|-------------------------------------|---|---|--|--|
| 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 | 6. Sustainable Procurement 8. Sustainable Finance 16. Economic Driver |
| Economy Ecology Social topics | Lack of affordable and accessible mobility services | <ul style="list-style-type: none"> – Creating accessibility at the railway station, on trains and buses – Stakeholder dialogues and customer journeys to improve accessibility or convenience (usability) – Discounts and offers on trains and buses – Development of integrated mobility offers | Affordable and accessible mobility services, and the resulting environmental aspects (fewer resources,...) | 9. Affordable and accessible mobility services 11. Diversity and Equal Opportunity |
| Economy Ecology Social topics | Loss of quality due to capacity bottlenecks | <ul style="list-style-type: none"> – Quality offensive with focal point campaigns – Procurement of rolling stock – Targeted customer communication and information | <ul style="list-style-type: none"> – Customer satisfaction, keeping performance promises – Reputation – Competitiveness | 1. Climate change mitigation 9. Affordable and accessible mobility services 16. Economic Driver |
| Economy Social topics | <ul style="list-style-type: none"> – Increased risk of accidents (operational safety and occupational safety) – Increased number of occupational accidents | <ul style="list-style-type: none"> – Ongoing implementation of the “Safety on Rail” program – Further development Warn App – Master plan for the reduction of signal overruns – Further development of the safety culture (group wide safety campaign) and introduction of a new corporate value “Living safety” | 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"> – Use of bodycams – Targeted deployment of security personnel and double staffing of train attendants – Training on “self-perception and perception of others” | Safety for customers and employees | 10. Health, Safety and Security 14. Reliable and Attractive Employer 17. Learning and development |
| Economy Social topics | <ul style="list-style-type: none"> – Negative impact on health and employee satisfaction – Increased number of early retirements due to physical/mental overloads | <ul style="list-style-type: none"> – Targeted health promotion for employees – Covid-19 prevention concept incl. testing and vaccination campaign – Creation of framework conditions to promote work capability, for example through healthy leadership and addiction prevention, consulting on work capability – Occupational reintegration – Respective consulting | Healthy and productive employees | 7. Innovation and Technology 10. Health, Safety and Security 14. Reliable and Attractive Employer 15. Generation Change |

| Impact | Risks | Measures (excerpt) | Opportunities | Building block of the ÖBB sustainability strategy |
|--------------------------|---|---|--|--|
| Economy Social topics | Intercultural challenges in business | <ul style="list-style-type: none"> – Equal opportunities regardless of language, gender and gender identity, age, sexual orientation, origin and religion – Ensuring equal treatment – Increase intercultural competence through ÖBB language learning exchange, intercultural theme events,... – Disability-Management – Communication measures and further training programs | Promoting diversity and equal treatment | 11. Diversity and Equal 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"> – Comprehensive compliance management system established – Compliance officer for prevention and early detection – Code of conduct as a binding code of conduct with behavioural guidelines | Fair business practices and partnerships | 12. Data Protection Compliance Transparency Human Rights |
| Economy Social topics | Penalties for non-compliance with GDPR | <ul style="list-style-type: none"> – Group-wide data protection regulations – Data protection officer for prevention and early detection – Whistleblower system – Data protection training for employees | <ul style="list-style-type: none"> – No reputational damage and financial loss – Avoidance of financial loss | 12. Data Protection Compliance Transparency Human Rights 16. Economic Driver |
| Social topics | Highly stressful work environment | <ul style="list-style-type: none"> – Cultural development and corporate values of ÖBB – Management development; in-house consulting for managers on the topics of work ability and health | Fair and reliable employer | 14. Reliable and Attractive Employer |
| 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. Generation Change 16. 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 of Risk | Measures set | Opportunity | Cross-reference to topics of the materiality matrix | Group company |
|---|---|--|--|----------------------|
| Reduction of the CO ₂ rail system advantage compared to other modes of transport | <ul style="list-style-type: none"> – Improvement of the ÖBB CO₂ balance through the ÖBB climate change mitigation strategy in the three areas of mobility, buildings and Scope 3 – Implementation of the decarbonisation strategy | <ul style="list-style-type: none"> – Increasing the CO₂ rail and bus advantage and as such making the rail system more attractive – Positioning of ÖBB as a climate change mitigation company (growth opportunity, prerequisites for future financing and investments) | 1. Climate change mitigation | ÖBB-Group |
| Growth opportunity through climate change mitigation is not being utilised | Further modal shifts from road and air transport to rail are the mayor levers for reducing CO ₂ emissions in the Austrian transport sector. This requires: Making the railway system more attractive and expanding capacity, both through conventional expansion and through the use of new technologies | <ul style="list-style-type: none"> – Making the railway system more attractive – Increase in passenger numbers (rail and bus) – Increasing goods transportation by rail – Positioning of ÖBB as a climate change mitigation company (growth opportunity, prerequisites for future financing and investments) | 1. Climate change mitigation 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"> – Level playing field with other sectors – Increasing the attractiveness of the railway system | 1. Climate change mitigation 8. Sustainable Finance 16. Economic Driver | ÖBB-Group |
| Amendments to the legal framework (environmental aspects) | <ul style="list-style-type: none"> – Continued minimisation of light pollution – Promotion of stationary 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 change mitigation 3. Emissions (excl. CO ₂) 5. Biodiversity and species diversity 4. Resource management | ÖBB-Group |
| Price increases for renewable energies (increased demand) | One third of ÖBB's traction current already comes from in-house production (ÖBB hydro, wind and solar power plants). The aim is to increase the level of self-sufficiency to 80 per cent in order to be able to act more independently of the market | Increasing the level of self-supply with traction current (competitive advantage) | 1. Climate change mitigation | ÖBB-Infrastruktur AG |

| Type of Risk | Measures set | Opportunity | Cross-reference to topics of the materiality matrix | Group company |
|---|---|---|--|---------------|
| Rising energy prices resulting from the Ukraine conflict | Increase ÖBB's own productivity (quality, attractiveness) e.g. through efficiency enhancement programs | Increasing the level of self-sufficiency (competitive advantage) | 1. Climate change mitigation 16. Economic Driver | ÖBB-Group |
| Cost drivers due to lack of an increase in energy efficiency | Increase ÖBB's own productivity (quality, attractiveness) e.g. through efficiency enhancement programs | <ul style="list-style-type: none"> – Cost savings through efficient use – Ensuring the availability of energy: efficient utilisation of already limited energy resources (renewable energy) | 1. Climate change mitigation | ÖBB-Group |
| Impairment of business operations due to a supra-regional, prolonged power failure (blackout) | <ul style="list-style-type: none"> – 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 | <ul style="list-style-type: none"> – 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 / Security | ÖBB-Group |
| Impairment of business operations due to terrorist attacks or threats (e.g. bomb threats) and associated additional expenses or loss of sales | <ul style="list-style-type: none"> – Ongoing contact and close coordination with the respective authorities – Measures based on scenarios in the crisis management manual; If necessary, convene a crisis team in accordance with the ÖBB-Infrastruktur AG Crisis Management Manual | <ul style="list-style-type: none"> – Maintain the need for mobility within the company (emergency service) – Keep (consequential) damage to a minimum – Clear regulations for the safety of systems and goods – Clear regulations for the safety of employees and travellers – Coordinated press and public relations work | 9. Affordable and accessible mobility services 10. Health / Safety / Security 14. Reliable and Attractive Employer | ÖBB-Group |

| Type of risk | Measures set | Opportunity | Cross-reference to topics of the materiality matrix | Group company |
|---|--|---|---|---|
| Damage and losses due to natural forces and extreme weather events | <ul style="list-style-type: none"> – INGEMAR research project (intelligent natural hazard management and risk assessment) to respond more efficiently and proactively to natural events – 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 – The design of water-permeable surface sealants on forecourts and P & 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 | <ul style="list-style-type: none"> – High route availability and maintenance of punctuality – Cost savings | <p>2. Climate change adaptation 4. Resource Management 7. Innovation and Technology</p> | <ul style="list-style-type: none"> – ÖBB-Infrastruktur AG – 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. Climate change adaptation | 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"> – Further positioning of ÖBB as a climate change mitigation company (growth opportunity, prerequisites for future financing and investments) – Cost savings – Increasing the well-being and work ability of employees | <p>1. Climate change mitigation 2. Climate change adaptation</p> | <ul style="list-style-type: none"> – ÖBB-Personenverkehr AG – ÖBB-Immobilien GmbH |

| Type of risk | Measures set | Opportunity | Cross-reference to topics of the materiality matrix | Group company |
|--|---|--|--|---------------|
| Restriction of railway operations (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, promote stakeholder management | Prerequisite for further growth | 3. Emissions (excl. CO ₂) | ÖBB-Group |
| Supply bottlenecks, non-availability or prohibition of maintenance materials / spare parts / chemical substances | <ul style="list-style-type: none"> – Enquiry regarding the products concerned – Early stage procurement – Evaluation of possible alternatives – Ongoing monitoring of legal provisions / developments | <ul style="list-style-type: none"> – Maintaining the existing service and passenger operations – Pioneering role, influencing suppliers / manufacturers (value chain) – Additional positioning by ÖBB as a sustainable company (growth opportunity, prerequisites for future financing and investments) | 1. Climate change mitigation 4. Resource management 6. Sustainable Procurement 7. Innovation and Technology 9. Affordable and accessible mobility services | ÖBB-Group |
| High raw material prices and shortage of materials as well as associated rising costs (e.g. due to Ukraine conflict) | Resource-efficient approach to the use of raw materials, water, land / soil, for example, through: <ul style="list-style-type: none"> – Component preparation and reuse – Resource-conserving approach – Multiple uses of washing water – Promotion of the circular economy with the aim of achieving greater independence from suppliers | 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"> – Special freight wagons for the transport of dangerous goods and procedural instructions – Development of a contingency plan – Development of procedural instructions with clear procedures in case of danger – Where possible, replacement of harmful substances in company operations (e.g. replacement of glyphosate). | <ul style="list-style-type: none"> – Image gain / reputation – Increase credibility – Role model effect | 4. Resource management 5. Biodiversity & Species Diversity | ÖBB-Group |

| Type of risk | Measures set | Opportunity | Cross-reference to topics of the materiality matrix | Group company |
|--|--|--|--|----------------------|
| Lengthy approval procedures by authorities | <ul style="list-style-type: none"> – Sensible planning of targeted measures to avoid, reduce or compensate for negative environmental impacts – 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 – Biological monitoring of areas of interest – Placing bird caps and guards in front of the isolator | <ul style="list-style-type: none"> – Image gain / reputation – Faster authority procedures | 5. Biodiversity & Species Diversity | ÖBB-Infrastruktur AG |
| Costs deviating from plan due to the use of crop protection agents | <ul style="list-style-type: none"> – Continuous optimisation measures of the spraying equipment through optical green detection – Research projects for the replacement of glyphosate or other plant protection products with efficient chemical, physical and mechanical alternatives. – Subject to financial reserves | Reduction of chemicals (less environmental impact) | 5. Biodiversity and species diversity 16. Economic Driver | ÖBB-Infrastruktur AG |
| 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"> – Promotion of sustainable production suppliers. – Consideration of sustainability criteria in the procurement process. – Moreover, ÖBB is a member of the industry-specific procurement platform. | <ul style="list-style-type: none"> – Unique selling proposition (credibility) – Leading the way – Transparency in investments – Efficient circular economy – Scope 3 carbon balance | 6. Sustainable Procurement | ÖBB-Group |
| Credibility of the sustainability performance of contractors | <ul style="list-style-type: none"> – 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"> – Credibility – Leading the way – Prerequisite for financing / subsidies | 6. Sustainable Procurement | ÖBB-Group |

| Type of risk | Measures set | Opportunity | Cross-reference to topics of the materiality matrix | Group company |
|--|--|--|---|---------------|
| 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"> – Credibility – Leading the way – Efficient use of resources – Cost savings | 6. Sustainable Procurement | ÖBB-Group |
| Capacity constraints | <ul style="list-style-type: none"> – Automation of rail transport (TARO project) – Digital automatic coupling – Conventional expansion of the rail infrastructure – Modernisation of the fleet | <ul style="list-style-type: none"> – Leading the way – Increase in productivity, capacity, quality and safety | 7. Innovation and Technology | ÖBB-Group |
| Non-utilisation of existing technological possibilities (effects on productivity, safety and quality) | <ul style="list-style-type: none"> – Project "Greenlight" – Project "Raileye 3D" – Alternative drives – New regional service – Train preparation and shunting of the future | <ul style="list-style-type: none"> – Leading the way – Increase in productivity, capacity, quality and safety | 7. Innovation and Technology | ÖBB-Group |
| Loss of technology leadership in the rail sector | <ul style="list-style-type: none"> – Participation in national as well as international research projects – Europe's Rail Joint Undertaking | <ul style="list-style-type: none"> – Leading the way – Increase in productivity, capacity, quality and safety | 7. Innovation and Technology | ÖBB-Group |
| <ul style="list-style-type: none"> – Increased risk of accidents (operational safety and occupational safety) – Increased number of occupational accidents | <ul style="list-style-type: none"> – Implementation of measures from the "Safety on rails" program – Master plan for the reduction of signal overruns – Support for train drivers when starting against a signal indicating a stop via a warning app – Implementation of technical improvements, e.g. further expansion using 500 Hz magnets – Further development of the safety culture (group wide safety campaign) and introduction of a new corporate value "Living safety" | 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 |
| Increased safety risk in the area of public safety | <ul style="list-style-type: none"> – Use of bodycams – Targeted deployment of security personnel and double staffing of train attendants – Training on "self-perception and perception of others" | <ul style="list-style-type: none"> – Safe (mobility) service provider for customers – Safe and attractive employer | 10. Health, Safety and Security 14. Reliable and Attractive Employer 17. Learning and development | ÖBB-Group |

| Type of risk | Measures set | Opportunity | Cross-reference to topics of the materiality matrix | Group company |
|--|--|--|---|---------------|
| ÖBB finds too few adequately qualified employees | <ul style="list-style-type: none"> – Job campaign: presence at various target group-specific job fairs – Recruiting events – Employer-Branding | <ul style="list-style-type: none"> – Qualified and motivated employees – Promoting innovation by the different generations | 14. Reliable and Attractive Employer 17. Learning and development | ÖBB-Group |
| Employee fluctuation | <ul style="list-style-type: none"> – Extensive range of internal and external training opportunities – Wide range of career opportunities within the company thanks to the possibility of moving within the Group – Fairness and flexible working time models – Measures to reconcile work and family: flexible working hours, teleworking, ÖBB child care – Mentoring programs for diverse target groups – Women’s advancement programs | <ul style="list-style-type: none"> – Know-how retention within the Group – Qualified and motivated employees – Promoting innovation by the different generations | 14. Reliable and Attractive Employer 17. Learning and development | ÖBB-Group |
| Loss of know-how or specific expert knowledge is not optimally used or is lost | <ul style="list-style-type: none"> – 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 – Knowledge transfer tandems: departing employee with specialised knowledge and successor work in parallel for three to twelve months – Knowledge transfer coaches: internal training programme for knowledge transfer coaches – Age-appropriate part-time work models: transitional retention of expert knowledge by taking time out of working life | <ul style="list-style-type: none"> – New values – New ways of working – Reorganise selected processes and structures – Promoting innovation by the different generations – Knowledge transfer | 14. Reliable and Attractive Employer 15. Generation Change 17. Learning and development | ÖBB-Group |
| Not well trained employees | Appropriate and targeted training and development opportunities | <ul style="list-style-type: none"> – Increasing the qualification of employees – Increasing the versatility of employees – Increase in productivity / promotion of innovative strength | 17. Learning and development | ÖBB-Group |

| Type of risk | Measures set | Opportunity | Cross-reference to topics of the materiality matrix | Group company |
|---|---|--|---|---------------|
| Less investment volume available | <ul style="list-style-type: none"> – Raise awareness of the specific impact on the capacity of the rail system and the potential for modal shift. – Further efficiency improvement programs in production (quality, attractiveness) | <ul style="list-style-type: none"> – Increase in productivity, capacity and quality – Credibility and existing financing | 1. Climate change mitigation 8. Sustainable Finance 9. Affordable and accessible mobility services 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 expedites its sustainability performance in a targeted manner and plans proactive ESG ratings. See also Sustainable Finance module | <ul style="list-style-type: none"> – Credibility – Growth opportunity, prerequisites for future financing and investment | 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. Task Force on Climate-related Financial Disclosures (TCFD)

In this report, ÖBB is reporting for the second time on the basis of 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.
- Climate resilience and climate scenarios – see Chapters G.2., G.8.
- Key measures for adaptation to climate change in the ÖBB Group:
 - Strategic measures: Climate change mitigation and adaptation are components of the ÖBB sustainability strategy (with targets, strategic approaches, key figures 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 | |
| | Opportunities and risk management | H. |
| | Sustainability management | G. |
| Strategy | Sustainability strategy | G. |
| | Group strategy (environment analyses) | C.5. |
| | Sustainability strategy | G. |
| Climate-relevant risk management | Climate change mitigation strategy / decarbonisation pathways | G.1. |
| | Opportunities and risk management | H. |
| Indicators und Objectives | Climate change mitigation strategy / decarbonisation pathways (annual target comparison, monitoring, adaptation measures) | G.1. |
| | Objectives Sustainability strategy Building Block 1 – Climate change mitigation | G.1. |
| | Objectives Sustainability Strategy Building Block 2 - Climate change adaptation | G.2. |
| | CO ₂ footprint (greenhouse gas balance of ÖBB) | G.1. |
| | Key figures for Building Block 1 - Climate change mitigation | G.1. |
| | Key figures for Building Block 2 – Climate change adaptation | G.2. |

J. GRI Index of Contents

The following GRI Content Index lists the standard disclosures, notes, sustainability components, materiality matrix topics and related Sustainable Development Goals (SDGs) reported by the ÖBB Group for the reporting year 2023 (01.01. to 31.12.2023). Reference to the relevant section of the group management report facilitates the locating of information for readers.

| | |
|--|---|
| Application Declaration | ÖBB-Holding AG reports in accordance with the GRI standards for the period from 01.01.2023 to 31.12.2023. |
| GRI 1 used | GRI 1: Basic principles 2021 |
| Applicable GRI sector standard(s) | Currently not applicable. |

| GRI | Title of disclosure | NH module | SDG | Notes | Reference / Page |
|---|--|-----------|-----|--|--|
| GENERAL STANDARDS | | | | | |
| GRI 1: Basic principles 2021 | | | | | |
| GRI 2: General information | | | | | |
| Organisation and reporting practices | | | | | |
| 2-1 | Organisation profile | | | | LB A. (P.1 - 3) |
| 2-2 | Entities taken into account in the organisation's sustainability reporting | | | The scope of consolidation of the management report 2023 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. | LB A. (P.1 - 3), G. |
| 2-3 | Reporting period, reporting frequency and contact position | | | Reporting year 2023 (01.01.2023 to 31.12.2023), annually, sustainability@oebb.at | LB A. (P. 1), G. (P. 59) |
| 2-4 | Rectification or restatement of information | | | Sustainable Finance Framework key figures for selected companies | G.1. (P. 73, P. 75), G.10. P. 115), G.11. (P. 124) |

| GRI | Title of disclosure | NH module | SDG | Notes | Reference / Page |
|---|---|--|----------|---|--|
| GRI 2: General information | | | | | |
| Organisation and reporting practices | | | | | |
| 2-5 | External testing | | | The sustainability report 2023 in the management report of the Financial Report 2023 was subjected to an independent external limited assurance review by Ernst & Young Wirtschaftsprüfungsgesellschaft m.b.H.. | Appendix |
| Activities and employees | | | | | |
| 2-6 | Activities, value chain and other business relationships | 6 – Sustainable Procurement | 12 | | LB A. (P. 1- 3), B.3. (P. 12 f), G.6. (P. 91 f) |
| 2-7 | Employees | 14 – Reliable and Attractive Employer 17 – Learning and development | 5, 8, 10 | | LB: E. (P. 46 f), G.14. (P. 134 f), G.17. (P. 147) |
| 2-8 | Staff who are not employees | 14 – Reliable and Attractive Employer | 5, 8, 10 | | LB: E. (P. 46), G.14. (P. 134) |
| Company governance | | | | | |
| 2-9 | Management structure and composition | | | | Corporate Governance Report, LB G. (P. 60 f) |
| 2-10 | Nomination and selection of the highest governance body | | | | LB G. (P. 60 f) |
| 2-11 | Chairperson 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, LB G. (P. 60 f) |
| 2-12 | Role of the highest governance body in the supervision of impact management | | | | LB G. (P. 60 f) |
| 2-13 | Delegation of responsibility for impact management | | | | LB G. (P. 60 f) |
| 2-14 | Role of the highest governance body in sustainability reporting | | | | LB G. (P. 59) |

| GRI | Title of disclosure | NH module | SDG | Notes | Reference / Page |
|---|--|--|-----|---|---|
| GRI 2: General information | | | | | |
| Company governance | | | | | |
| 2-15 | Conflicts of interest | 12 – Compliance Transparency Data Protection Human Rights | | | LB G.12. (P. 128) |
| 2-16 | Transmission of critical issues | 12 – Compliance Transparency Data Protection Human Rights | | An exact number of critical issues is not reported across the Group. | LB G.12. (P. 128) |
| 2-17 | Accumulated knowledge of the highest governance body | | | | LB G. (P. 60), G.17. (P. 148) |
| 2-18 | Assessment of the performance of the highest governance body | | | | LB Note 32 |
| 2-19 | Remuneration policy | | | | Corporate Governance Report, LB Note 32 |
| 2-20 | Procedure for the determination of the remuneration | | | | Corporate Governance Report, LB Note 32 |
| 2-21 | Ratio of total annual remuneration | | | 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 2023 financial year with a reporting deadline in mid-March 2024. A report will be programmed for 2024, which will enable the evaluation of the average level (median) in order to be able to show the ratios in the 2025 report (for 2024). | |
| Strategy, guidelines and practices | | | | | |
| 2-22 | Declaration of Application of the Sustainable Development Strategy | | 8 | | LB C.5. (P. 38 ff), G. (P. 63 f), G.6. (P. 91) |
| 2-23 | Declaration of commitment to principles and courses of action | 10 – Health, safety and security 12 – Compliance Transparency Data Protection Human Rights | | | LB G. (P. 59), F), G.10. (P. 120), G.12. (P. 129 f), G.16. (P. 143 f) H. (P. 149 ff), |

| GRI | Title of disclosure | NH module | SDG | Notes | Reference / Page |
|---|--|--|-----|--|--|
| GRI 2: General information | | | | | |
| Strategy, guidelines and practices | | | | | |
| 2-24 | Inclusion of political commitments | 12 – Compliance Transparency Data Protection Human Rights | | | Corporate Governance Report, LB G.6. (P. 91), G.12. (P. 128) |
| 2-25 | Process for eliminating negative impacts | 10 - Health, Safety, Security 11 – Diversity and Equal Opportunity 12 – Compliance Transparency Data Protection Human Rights | | | LB G.10. (P. 113), G.12. (P. 128 f) |
| 2-26 | Procedure for obtaining advice and reporting issues of concern | 12 – Compliance Transparency Data Protection Human Rights | | | LB E. (P. 48), F. (P. 58), G.12. (P. 127 ff), |
| Company governance | | | | | |
| 2-27 | Compliance with laws and directives | | | In 2023, no fines or non-monetary sanctions were imposed for significant violations of laws and regulations. | |
| 2-28 | Membership in associations and interest groups | 13 – Social Responsibility | 17 | | LB G.13. (P. 133) |
| Stakeholder involvement | | | | | |
| 2-29 | Approach to stakeholder engagement | | 17 | | LB: B.2. (P. 9), G. (P. 63) |
| 2-30 | Collective tariff agreements | 14 – Reliable and Attractive Employer | 8 | | LB G.14. (P. 138) |

| GRI | Title of disclosure | NH module | SDG | Notes | Reference / Page |
|---|--|---|---------------|--|--|
| GRI 3: Key topics | | | | | |
| Information on key topics | | | | | |
| 3-1 | Procedures for identifying key topics | | | | LB G. (P. 62 ff) |
| 3-2 | List of key topics | | | | LB G. (P. 62 ff) |
| 3-3 | Management of key 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) | LB G. (total) at the beginning of each chapter; H. (P. 149 ff), |
| KEY TOPICS | | | | | |
| GRI 200: Economic topics | | | | | |
| GRI 300: Ecological issues | | | | | |
| GRI 400: Social issues | | | | | |
| Building blocks 1: Climate change mitigation | | | | | |
| Key topic | | | | | |
| 3-3 | Management of key topics | 1 - Climate change mitigation | | | LB G. (P. 59 ff), G.1. (P. 66 ff), H. (P. 149 ff), |
| 302 Energy | | | | | |
| 302-1 | Energy consumption within the organisation | 1 - Climate change mitigation | 7, 11, 12, 13 | | LB G.1. (P. 66, P. 73) |
| 302-4 | Reduction of energy consumption | 1 - Climate change mitigation | 7, 12 | | LB G.1. (P. 66) |
| 305 Emissions | | | | | |
| 305-1 | Direct GHG emissions (Scope 1) | 1 - Climate change mitigation | 7, 11, 12, 13 | | LB G.1. (P. 73 f) |
| 305-2 | Indirect energy-related GHG emissions (Scope 2) | 1 - Climate change mitigation | 7, 11, 12, 13 | | LB G.1. (P. 73 f) |
| 305-3 | Other indirect GHG emissions (Scope 3) | 1 - Climate change mitigation | 7, 11, 12, 13 | | LB G.1. (P. 73 f) |
| 305-5 | Reduction of GHG emissions | 1 - Climate change mitigation | 7, 11, 12, 13 | | LB G.1. (P. 73 f) |
| 203 Indirect economic effects | | | | | |
| 203-1 | Infrastructure investments and subsidised services | 1 - Climate change mitigation 16 – Economic driver | 5, 9, 11 | | LB C.1. P. 18 f., C.4. (P. 30 f), G.1. (P. 71 f), G.16. (P. 143 f) |

| GRI | Title of disclosure | NH module | SDG | Notes | Reference / Page |
|--|--|--|-------|--|--|
| Building blocks 2: Climate change adaptation | | | | | |
| Key topic | | | | | |
| 3-3 | Management of key topics | 2 – Climate change adaptation | | | LB G. (P. 59 ff), G.2. (P. 76 ff), H. (P. 149 ff), |
| 201 Economic performance | | | | | |
| 201-2 | Financial implications of climate change for the organisation and other climate change related risks and opportunities | 2 – Climate change adaptation | | Climate change-related costs are not currently reported. | Chapter G.2 (S. 76 ff) |
| Building blocks 3: Emissions (excl. CO₂) | | | | | |
| Key topic | | | | | |
| 3-3 | Management of key topics | 3 - Emissions (excl. CO ₂) | | | LB G. (P. 59 ff), G.3. (P. 79 ff), H. (P. 149 ff), |
| Building blocks 4: Resource management, waste, land / soil, water | | | | | |
| Key topic | | | | | |
| 3-3 | Management of key topics | 4 – Resource management | | | LB G. (P. 59 ff), G.4. (P. 83 ff), H. (P. 149 ff), |
| 303 Water | | | | | |
| 303-1 | Water as a communal resource | 4 – Resource management | 6, 12 | | LB G.4. (P. 86) |
| 303-5 | Water consumption | 4 – Resource management | 6, 12 | | LB G.4. (P. 86) |
| 306 Waste water and waste | | | | | |
| 306-1 | Waste generated and significant waste-related impacts | 4 – Resource management | 6, 12 | | LB G.4. (P. 84 f) |
| 306-2 | Management of significant waste-related impacts | 4 – Resource management | 6, 12 | | LB G.4. (P. 84 f) |
| 306-3 | Accrued waste | 4 – Resource management | 6, 12 | | LB G.4. (P.85) |
| 306-4 | Waste diverted from disposal | 4 – Resource management | 6, 12 | | LB G.4. (P.85) |
| 306-5 | Waste forwarded for disposal | 4 – Resource management | 6, 12 | | LB G.4. (P.85) |

| GRI | Title of disclosure | NH module | SDG | Notes | Reference / Page |
|--|--|--|---------------|--|--|
| 413 | Local communities | | | | |
| 413-1 | Business locations with local community involvement, impact assessments and support programs | 4 – Resource management 5 – Biodiversity and species diversity. | 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. | LB G.4. (P. 83 ff), G.5. (P. 88 ff), |
| Building blocks 5: Biodiversity and species diversity | | | | | |
| Key topic | | | | | |
| 3-3 | Management of key topics | 5 – Biodiversity and species diversity. | | | LB G. (P. 59 ff), G.5. (P. 88 ff), H. (P. 149 ff), |
| 304 | Biodiversity | | | | |
| 304-2 | Significant impacts by activities, products and services on biodiversity | 5 – Biodiversity and species diversity. | 14, 15 | | LB G.5. (P. 89) |
| 413 | Local communities | | | | |
| 413-1 | Business locations with local community involvement, impact assessments and support programs | 4 – Resource management 5 – Biodiversity and species diversity. | 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. | LB G.4. (P. 83 ff), G.5. (P. 88 ff), |
| Building blocks 6: Sustainable procurement | | | | | |
| Key topic | | | | | |
| 3-3 | Management of key topics | 6 – Sustainable Procurement | | | LB G. (P. 59 ff), G.6. (P. 91 ff), H. (P. 149 ff), |
| 203 | Procurement practices | | | | |
| 204-1 | Share of expenditure for local suppliers | 6 – Sustainable Procurement | 12 | | LB G.6. (P. 91) |
| 308 | Environmental assessment of the suppliers | | | | |
| 308-1 | New suppliers screened against environmental criteria | 6 – Sustainable Procurement 12 – Compliance Transparency Data Protection Human Rights | 12 | | LB G.6. (P. 92), G.12. (P. 130) |
| 414 | Social evaluation of the suppliers | | | | |
| 414-1 | New suppliers screened against social criteria | 6 – Sustainable Procurement | 12 | | LB G.6. (P. 91) |

| GRI | Title of disclosure | NH module | SDG | Notes | Reference / Page |
|---|---|--|-----|-------|--|
| Building blocks 7: Innovation & technology | | | | | |
| Key topic | | | | | |
| 3-3 | Management of key topics | 7 - Innovation & technology | | | LB G. (P. 59 ff), G.7. (P. 93 ff), H. (P. 149 ff), |
| Building blocks 8: Sustainable finance | | | | | |
| Key topic | | | | | |
| 3-3 | Management of key topics | 8 – Sustainable Finance | | | LB G. (P. 59 ff), G.8. (P. 96 ff), H. (P. 149 ff), |
| Building blocks 9: Affordable and accessible mobility services | | | | | |
| Key topic | | | | | |
| 3-3 | Management of key topics | 9 – Affordable and accessible mobility services | | | LB G. (P. 59 ff), G.9. (P. 108 ff), H. (P. 149 ff), |
| Building blocks 10: Health, safety, security | | | | | |
| Key topic | | | | | |
| 3-3 | Management of key topics | 10 - Health, Safety, Security | | | LB G. (P. 59 ff), G.10. (P. 113 ff), H. (P. 149 ff), |
| 403 | Occupational health and safety (2018) | | | | |
| 403-1 | Management system for occupational health and safety | 10 - Health, Safety, Security | | | LB G.10. (P. 1143 f, 119) |
| 403-2 | Hazard identification, risk assessment and incident investigation | 10 - Health, Safety, Security | | | LB G.10. (P. 115, P. 118, P. 120) |
| 403-3 | Occupational healthcare services | 10 - Health, Safety, Security | | | LB G.10. (P. 115, P. 119, P. 121) |
| 403-4 | Employee participation, consultation and communication on occupational health and safety | 10 - Health, Safety, Security | | | LB G.10. (P. 118, P. 120) |
| 403-5 | Employee training on occupational health and safety protection | 10 - Health, Safety, Security 17 – Learning and development | | | LB G.10. (P. 121), G.17. (P. 147) |
| 403-6 | Promoting the health of employees | 10 - Health, Safety, Security | | | LB G.10. (P. 115, P. 119, P. 120) |
| 403-7 | Avoidance and minimisation of occupational health and safety impacts directly related to business relationships | 10 - Health, Safety, Security 17 – Learning and development | | | LB G.10. (P. 114 ff) G.17. (P. 147) |

| GRI | Title of disclosure | NH module | SDG | Notes | Reference / Page |
|--|---|--|-----|--|--|
| 403-9 | Work related injuries | 10 - Health, Safety, Security | | | LB G.10. (P. 115 ff) |
| 404 | Training and further education | | | | |
| 404-2 | Employee skills enhancement and transition assistance programs | 10 - Health, Safety, Security 15 – Generation Change 17 – Learning and development | 4 | | LB G.10. P. 121), G.15. (P. 141), G.17. (P. 145, P. 147) |
| 418 | Protection of customer data | | | | |
| 418-1 | Substantiated complaints regarding violations of the protection and loss of client data | 10 - Health, Safety, Security 12 – Compliance Transparency Data Protection Human Rights | | In 2023, there were three 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. | LB G.10. (P. 113 ff), G.12. (P. 127) |
| Building blocks 11: Diversity and equal opportunities | | | | | |
| Key topic | | | | | |
| 3-3 | Management of key topics | 11 – Diversity and Equal Opportunity | | | LB G. (P. 59 ff), G.11. (P. 122 ff), H. (P. 149 ff), |
| 405 | Diversity and equal opportunities | | | | |
| 405-1 | Diversity in supervisory bodies and among employees | 11 – Diversity and Equal Opportunity | 5 | | LB G.11. (P. 123 ff), G.14. (P. 134) |
| Building blocks 12: Compliance, transparent reporting, data protection and human rights | | | | | |
| Key topic | | | | | |
| 3-3 | Management of key topics | 12 – Compliance Transparency Data Protection Human Rights | | | LB G. (P. 59 ff), G.12. (P. 127 ff), H. (P. 149 ff), |
| 205 | Combating corruption | | | | |
| 205-1 | Operations audited for corruption risks | | 8 | The compliance audits performed throughout the Group are recorded in the Compliance Annual Activity Report. | LB G.12. |

| GRI | Title of disclosure | NH module | SDG | Notes | Reference / Page |
|--|--|---------------------------------------|-----|--|--|
| 206 Anti-competitive behaviour | | | | | |
| 206-1 | Legal proceedings based on anti-competitive behaviour, cartel and monopoly formation | | 8 | The ÖBB Group provides no reports on legal proceedings due to anti-competitive behaviour, cartel monopolies, as this information is subject to special confidentiality requirements (see exception: "Confidentiality Constraints") | LB G.12. |
| 417 Marketing and labelling | | | | | |
| 417-3 | Infringements related to marketing and communication | | 8 | At the time of the preparation of the sustainability report 2023 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. | |
| Building blocks 13: Social responsibility and cooperation | | | | | |
| Key topic | | | | | |
| 3-3 | Management of key topics | 13 – Social Responsibility | | | LB G. (P. 59 ff), G.13. (P. 131 ff), H. (P. 149 ff), |
| Building blocks 14: Reliable and attractive employer | | | | | |
| Key topic | | | | | |
| 3-3 | Management of key topics | 14 – Reliable and Attractive Employer | | | LB G. (P. 59 ff), G.14. (P. 134 ff), H. (P. 149 ff), |
| 401 Employment | | | | | |
| 401-1 | Newly hired employees and employee fluctuation | 14 – Reliable and Attractive Employer | 8 | | LB G.14. (P. 137 ff), G.17. (P. 147) |
| 404 Training and further education | | | | | |
| 404-3 | Percentage of employees receiving regular performance and career development reviews | 14 – Reliable and Attractive Employer | 4 | A detailed breakdown by gender and employee category is in progress for the coming years. | LB G.14. (P. 138) |
| Building blocks 15: Generational change | | | | | |
| Key topic | | | | | |
| 3-3 | Management of key topics | 15 – Generation Change | | | LB G. (P. 59 ff), G.15. (P. 141 ff), H. (P. 149 ff), |

| GRI | Title of disclosure | NH module | SDG | Notes | Reference / Page |
|--|--|---|----------|-------|--|
| 404 | Training and further education | | | | |
| 404-2 | Employee skills enhancement and transition assistance programs | 10 – Health 15 – Generation Change 17 – Learning and development | 4 | | LB G.10. P. 121), G.15. (P. 141), G.17. (P. 145, P. 147) |
| Building blocks 16: Economic driver, value-adding investments and sustainable financing | | | | | |
| Key topic | | | | | |
| 3-3 | Management of key topics | 16 - Economic driver, Value-adding Investments and Sustainable Financing | | | LB G. (P. 59 ff), G.16. (P. 143 ff), H. (P. 149 ff), |
| 201 | Economic performance | | | | |
| 201-1 | Direct economic value generated and distributed | 16 - Economic driver, Value-adding Investments and Sustainable Financing | 8 | | LB G.16. (P. 143 f) |
| 201-4 | Financial support from the public sector | 16 - Economic driver, value-adding investments and sustainable financing | 8 | | LB B.2. (P. 9 ff), C.1. (P. 18 ff), G.16. (P. 143) |
| 203 | Indirect economic effects | | | | |
| 203-1 | Infrastructure investments and subsidised services | 1 - Climate change mitigation 16 - Economic driver, value-adding investments and sustainable financing | 5, 9, 11 | | LB C.1. P. 18 f., C.4. (P. 30 f), G.1. (P. 71 f), G.16. (P. 143 f) |
| Building blocks 17: Learning and development | | | | | |
| Key topic | | | | | |
| 3-3 | Management of key topics | 17 – Learning and development | | | LB G. (P. 59 ff) G.17. (P. 145 ff), H. (P. 149 ff), |
| 404 | Training and further education | | | | |
| 404-2 | Employee skills enhancement and transition assistance programs | 10 – Health 15 – Generation Change 17 – Learning and development | 4 | | LB G.10. P. 121), G.15. (P. 141), G.17. (P. 145, P. 147) |

Note: The above excerpt from the Group management report has been taken from the Annual Report 2023 of ÖBB-Holding AG. The auditor's report can be found in the annual report.





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 2023 for the individual sustainability building blocks. In 2023 the sustainability report of ÖBB-Holding AG was voluntarily

included, for the second time, in the management report of the ÖBB-Holding AG annual report in preparation for the application of the Corporate Sustainability Reporting Directive (CSRD).

The preceding pages (pp. 6–120) feature the content of the 2023 sus-

tainability 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 2023 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 change mitigation (excerpt) page MR66

Green fleet for state-of-the-art maintenance

ÖBB-Infrastruktur AG is investing almost 250 million euros in **emission-free, high-performance maintenance vehicles**. The machines are an essential tool for the maintenance of overhead lines, track and superstructure. They also play an important role in the construction of new overhead lines, in inspections and for rapid intervention in the event of a malfunction. **The new fleet runs on electric propulsion instead of diesel, with the modular design providing flexibility and a significant increase in operational readiness.**

This measure works in the building blocks:
Climate change mitigation.
Affordable and accessible mobility services.



Innovative green electricity production

With its energy strategy, **ÖBB is focusing intensively on green electricity from solar energy and launched a new expansion offensive for additional photovoltaic systems** throughout Austria in 2023: By 2030, around half of the parking spaces on flat, i.e. previously uncovered Park & Ride facilities are to be upgraded with photovoltaic systems as roofing. **In order to advance the energy transition, ÖBB is investing around 150 million euros** in the expansion of photovoltaics at Park & Ride facilities.

This measure works in the building blocks:
Climate change mitigation.



Innovative photovoltaic systems such as those at Langen am Arlberg train station generate green electricity in exposed locations in the mountains. In addition to environmentally friendly energy, the modular heating included in the system ensures a snow-free station roof, offering added value. With a total of 265 PV modules, an annual electricity production of 108 MWh is achieved on an installation area of around 500 square metres, which corresponds to the electricity needs of around 27 households.

“Obervellach II” power plant right on track

A new power plant has been under construction in the Mölltal for almost two-and-a-half years. Starting in 2024, the power plant is expected to produce 125 gigawatt hours of green traction power per year. This is equivalent to 30,000 Railjet journeys from Villach to Vienna.

This measure works in the building blocks:
Climate change mitigation.
Learning & development.



From rescue train to service jet

ÖBB's new service jets are **revolutionising rescue and firefighting operations in the ÖBB-Infrastruktur AG network**. They will be used for the first time for the commissioning of the Koralm Railway with the core section of the 33-kilometre-long Koralm tunnel and will be gradually deployed across the entire INFRA network. **The vehicles can travel at up to 160 kilometres per hour in both directions and are equipped with a sustainable electric hybrid drive that can use three energy sources**. They can either use electricity from the overhead line, which provides them with 4,000 hp of drive power, or fall back on a powerful battery with 280 kilowatt hours, or use two diesel generators with a total of 1,060 hp. The new concept also enables a reduction from 21 to 18 vehicles, which reduces maintenance costs.

This measure works in the building blocks:
Climate change mitigation.
Innovation & technology.



ÖBB-Infrastruktur AG wins Ö3 transport award

Eight years ago, generating railway power from wind energy was just a vision. Now it has been awarded "Idea of the Year". The Energy Division of ÖBB-Infrastruktur AG received the **Ö3 Transport Award for this in 2023**. **In 2022, the world's first traction current wind turbine went online** in Höflein in the Bruck an der Leitha district. The wind turbine has an output of around **3 megawatts** and supplies energy for around **1,400 train journeys per year on a route from Vienna to Salzburg**. This makes Austria the first country where trains run directly on electricity from wind turbines.

This measure works in the building blocks:
Climate change mitigation.



The ÖBB Sustainability Strategy

The structuring and development of the ÖBB Sustainability Strategy was based on the **"three-pillar model of sustainability"** (economy, ecology and social affairs), the United Nations Sustainable Development Goals and takes into account the results of a targeted stakeholder survey. In the course of a **materiality analysis**, ÖBB stakeholders were asked what they considered to be the most important issues for ÖBB. From the external feedback and an internal opportunity and risk assessment, the ÖBB Group's sustainability experts formed the **17 building blocks of the ÖBB Sustainability Strategy**.

New Waste Management Act shifts 200,000 tons of waste to rail

In close cooperation with our customers, many **new logistics concepts were developed** in 2023. This is how the contractual agreement came about **to shift around 200,000 tonnes of waste to rail**. In addition, our customers were able to use the sustainable rail transport solution to score points and thus win tenders. **Another positive side effect for the environment is the new construction as well as the reactivation of connecting railways** and the modernisation of operating concepts for them. This will make modal shifts even more attractive in the coming years.

This measure works in the building blocks:
Climate change mitigation.
Resource management, waste, water, land / soil.



Climate change mitigation and training combined

Since 2023, a **photovoltaic system has been installed on the roof of the ÖBB apprentice residence in St. Pölten**, which will produce 100 percent green electricity in the future. The residents of the house, apprentices of ÖBB-Infrastruktur AG, installed it in a very short time. The electricity generated (11 MWh per year) is used directly on site to supply the apprentices' residence. In this way, **ÖBB apprentices learn how to use a key future technology** and at the same time ensure more green electricity.

This measure works in the building blocks:
Climate change mitigation.
Learning & development.



ÖBB Education Campus St. Pölten awarded the Austrian Ecolabel

After a two-year certification process, the ÖBB Education Campus St. Pölten was awarded the Austrian Ecolabel, which was presented in the presence of Federal Minister Leonore Gewessler. **The ÖBB Education Campus building has its own photovoltaic system, is easily accessible by public transport and provides e-charging stations.** In addition, no pesticides are used in the green spaces and **cooperation with environmentally certified partners** is being promoted. For some time now, the educational centre in Vienna has been awarded the environmental award for tourism, green meetings and events.

This measure works in the building blocks:

Climate change mitigation.
Learning & development.



Green freight tariff at Rail Cargo Group

Since 2023, the Rail Cargo Group has been **offering an emission certificate as a customer service.** This emissions certificate and the calculation process are regularly reviewed by an external body. The emissions certificate therefore provides reliable figures for our customers' Scope 3 emissions and helps them select sustainable logistics partners.

The emissions certificate is prepared in accordance with current standards. The necessary **calculations are performed by EcoTransIT-World on the basis of production, relation and individual shipment-specific parameters** of the Rail Cargo Group and its partners, as well as using market-specific and/or country-specific energy mixes in comparison to a truck of the EURO 6 class up to 40 tons total weight. In this way, EcoTransIT-World identifies the environmental impacts of freight transport in terms of energy consumption and the resulting emissions. **It can be submitted to emissions trading platforms for participation in the voluntary market without guarantee.**

This measure works in the building blocks:

Climate change mitigation.
Affordable and accessible mobility services.



Multimodal logistics

In order to make modal shifts as attractive as possible, different modes of transport must work together optimally. With a pool of **300 swap bodies, the first and last mile can be handled flexibly by lorry.** This makes it possible to offer **door-to-door logistics solutions and shift the main leg transport from road to rail.** For one well-known mineral water manufacturer, the Rail Cargo Group can thus save around 480 tons of CO₂ equivalents per year compared to pure road transport.

This measure works in the building blocks:

Climate change mitigation.
Affordable and accessible mobility services.



2 Climate change adaptation (excerpt) page MR76

Susceptibility to floods

Main routes along larger rivers are regularly checked for flood vulnerability by means of runoff tests. This forms **an essential basis for the definition of technical flood protection measures by the railway** as well as for other organisational measures, such as **route monitoring, speed restrictions and track or line closures during the actual flood.** In addition, the findings from flood susceptibility **can be used to evaluate third-party flood protection projects that could potentially have an impact on the railway.**

This measure works in the building blocks:

Climate change adaptation.



Preventative tree removal – “railway side forest”

Trees that could fall into the area of the overhead line or the track clearance zone during storms are regularly removed as a preventative measure. When selecting the trees to be felled, the tree height, distance to the railway line and the vital condition of the trees themselves are taken into account. This measure makes a significant contribution to railway safety and to increasing route availability.

This measure works in the building blocks:
Climate change adaptation.



3 Emissions incl. noise (excl. CO₂) (excerpt) page MR79

Reduction of noise emissions on the Lake Wörth railway line

The third measurement report from the measuring station on the railway line in Velden, which was put into operation by ÖBB and the state of Carinthia, shows that **both the rating level (continuous sound level) next to the line and the pass-by level directly on the tracks have continued to fall**. The aim of the measuring station is to document **the effectiveness of the ongoing measures to reduce noise emissions from the railway at Lake Wörth**. Compared to 2020, the rating level at night has fallen by 3 decibels and the average pass-by level of freight trains has fallen by 2 decibels. The measures are therefore successful with regard to both railway lines and the rolling stock and will **be continued for the protection of local residents**.

This measure works in the building blocks:
Emissions incl. noise (excl. CO₂).
Health | Safety | Security.



4 Resource management, waste, water, land / soil (excerpt) page MR83

Recyclable uniforms

“Reduce, Reuse, Recycle” is the motto of the “recyclable uniforms” project within ÖBB-Personenverkehr AG. The project, launched in 2023, aims **to keep the textiles used for uniforms in circulation for longer and thus reduce waste**.

This measure works in the building blocks:
Resource management, waste,
water, land / soil.



Oil separator refurbishment

By spring 2024, **oil separators are to be refurbished at 12 ÖBB-Produktion GmbH locations**. This measure is intended **to prevent potential soil contamination** by fossil fuels in the area of the diesel filling stations.

This measure works in the building blocks:
Resource management, waste,
water, land / soil.



Clean railway tracks

In order to continue to ensure that the soil and groundwater are not exposed to any contamination from diesel fuel, a remediation measure was taken at the Knittelfeld base in 2023. **The existing gravel contaminated with diesel fuel was replaced with clean material.** This minimised the potential environmental impact and **protects the site's natural environment in the long term.**

This measure works in the building blocks:

Resource management, waste, water, land / soil.



Goodbye shunting slips!

Since August 2022, the Rail Cargo Group has been digitally informing its service providers about cargo-related restrictions and special consignments. Where permitted by law, shunting slips for national transport operations will become a thing of the past. Every year, **around 56,000 wagons are no longer labelled.** This approach not only means cost savings and efficiency, but also helps to conserve resources.

This measure works in the building blocks:

Resource management, waste, water, land / soil.



Elimination of microplastics from cleaning

In cooperation with students, ÖBB Operative Services, a subsidiary of ÖBB-Infrastruktur AG, has started a project on the topic of "Microplastics in cleaning". The task for the students was **to collect information about the plastic materials used, analyse the ingredients and their impact on people and the environment, and find alternatives for the products used by ÖBB Operative Services.** After evaluating the insightful results, the research partnerships are now to be expanded. After all, there is **still plenty of potential for reducing microplastics, especially in the cleaning process.**

This measure works in the building blocks:

Resource management, waste, water, land / soil.



5 Species diversity & biodiversity (excerpt) page MR88

Orchards for biodiversity

At the Rail Cargo Group's Logistics Centre Győrszemere (Hungary), the biodiversity-enhancing project was completed in mid-2023 with the **planting of 20 trees to contribute to greater biodiversity in the region.** In this way, proximity to nature in the immediate vicinity of the workplace is possible, which contributes to employee well-being at the site. Another benefit in the near future is fresh fruit from our own harvest. In addition, the orchards provide a home and food for insects and animals. For the construction of the photovoltaic system, seven of the trees had to be replanted within the site and can now continue to grow.

This measure works in the building blocks:

Species diversity & biodiversity.
Reliable & attractive employer.



Flower meadow for biodiversity

Since summer 2023, there has been a flower meadow at the ÖBB-Produktion GmbH base in Wiener Neustadt. **This not only visually enhances the location with meadows and flowers, but also offers increased biodiversity, especially in the summer months.** As part of further environmental initiatives, the planned introduction of "railway bees", beehives in the meadows adjacent to the railway tracks, is a next step **to support ecological diversity at many locations.**

This measure works in the building blocks:

Resource management, waste, water, land / soil.
Species diversity & biodiversity.



Biodiversity Strategy Austria 2030+

At the end of 2022, **the Austrian Biodiversity Strategy 2030+ was published** by the Austrian Federal Ministry for Climate Action, Environment, Energy, Mobility, Innovation and Technology (BMK). It includes **numerous objectives and measures for the transport and infrastructure sector**. The official launch of the federally owned transport infrastructure companies (ASFINAG, ÖBB-Infrastruktur AG, Viadonau) in the BMK has already taken place. ÖBB-Infrastruktur AG will work closely with the BMK to implement this strategy.

This measure works in the building blocks:

Resource management, waste, water, land / soil.
Species diversity & biodiversity.



Biodiversity analysis

Based on the drafts of the "European Sustainability Reporting Standards", all operational **locations of the Rail Cargo Group were analysed with regard to "Threatened Species" (IUCN), "Critical Habitats" and "Protected Areas"**. In addition, a detailed survey was conducted on specific topics at the sites. For 2024, the plan is **to implement individual measures on the topic of "biodiversity"** at selected sites.

This measure works in the building blocks:

Resource management, waste, water, land / soil.
Species diversity & biodiversity.



Sustainability Leads to Economic Success

The ÖBB Group views sustainability holistically and considers successful business to be linked to ecological compatibility and social responsibility. This leads to a **sustainable corporate orientation in the sense of the diligence principle**. The individual building blocks are brought into a balanced relationship – ecological, social and economic – in order to lead the ÖBB Group to long-term success. ÖBB is focussed on the opportunities offered by **socio-ecological transformation**. Considering the medium and long-term horizon, an increase in the monetisation of environmental measures can be expected. This gives ÖBB **economic security**.

UIC – Guidelines on Managing Railway Assets for Biodiversity

The UIC Sustainable Landuse working group published the "Guidelines on Managing Railway Assets for Biodiversity" in 2023. **This working group is chaired by a representative of ÖBB-Infrastruktur AG**. In the same year, **these guidelines were awarded the UIC's "Excellence in Railway Publications Award"**.

This measure works in the building blocks:

Resource management, waste, water, land / soil.
Species diversity & biodiversity.



LIFE Danube Free Sky – bird protection project

Between 2022 and 2024, **bird protection measures are being implemented on overhead lines on three different routes in eastern Austria, covering a total of 63 kilometres**, as part of the EU-funded LIFE project "Danube Free Sky". The aim is to reduce the risks of electrocution and collision. In 2023, approximately **12.5 kilometres of railway line or 250 mast tops** in areas that are highly sensitive to bird protection were **equipped with insulation caps** to protect birds from electrocution. On World Animal Day in October 2023, a video was released that clearly explains the project's measures.

This measure works in the building blocks:

Species diversity & biodiversity.



Wildlife warning device for the railway

The VIF research project **to test wildlife warning devices in the railway sector** has been completed and the final reports have been published on the website of the Austrian Research Promotion Agency under "WiConNET". The five test tracks will be retained. The next step is to transfer the system management to the regionally responsible area organisations. **ÖBB-Infrastruktur AG is making a valuable contribution with this pioneering work**, which has already aroused great international interest given the limited experience worldwide and the scarcely usable equipment for wildlife warning systems on railway lines.

This measure works in the building blocks:
Species diversity & biodiversity.



Green oasis on former ÖBB grounds

The former ÖBB premises at the "Neues Landgut" in Vienna-Favoriten were once used to service locomotives and passenger coaches. Now a new park is being created here. **With several sports and play facilities, the 9,000 square metre Walter Kuhn Park** is sprawled in the middle of this **urban development area** in the triangle between Laxenburger Strasse, Landgutgasse and Südbahn.

This measure works in the building blocks:
Species diversity & biodiversity.



6 Sustainable procurement (excerpt) page MR91

Purchasing – but sustainably!

In May 2023, ÖBB Purchasing organised the "Procurement Conference for a Sustainable (Railway) Future," which aims above all to **promote partnership-based cooperation with suppliers** and so pave the way for a climate-friendly company. At the conference, **important sustainability topics such as "decarbonisation," "circular economy," "transparency in the supply chain," and the "role of purchasing"** were intensively discussed, with around 300 managers, purchasers, colleagues from the specialist departments, and supplier representatives taking part.

This measure works in the building blocks:
Climate change mitigation.
Resource management, waste, water, land / soil.
Sustainable procurement.



Training offer for purchasers

In 2023, all purchasers received **training to deepen their knowledge of applying sustainability criteria in tenders**. In addition, training was offered for the TCO-CO₂ model, which enables the integration of emissions data into tenders. **These training initiatives represent a significant step towards more sustainable and environmentally conscious procurement practices.**

This measure works in the building blocks:
Climate change mitigation.
Sustainable procurement.
Learning & development.



Development of a "Sustainable Procurement" roadmap

A roadmap has been designed that **clearly illustrates the upcoming tasks and priorities in the area of sustainable procurement** and provides a clear guideline for future measures. This will enable strategic planning.

This measure works in the building blocks:
Climate change mitigation.
Resource management, waste, water, land / soil.
Sustainable procurement.



Circular economy in purchasing

A special focus of ÖBB Purchasing was on **developing methods for integrating the circular economy into procurement processes. The development of tendering criteria and the implementation of pilot projects** were the main focal points. Building on this, all purchasers were trained in the application of these tender criteria for the implementation of the circular economy.

This measure works in the building blocks:

Resource management, waste, water, land / soil.
Sustainable procurement.



Further development of frameworks

The ÖBB Toolbox and the Purchasing Manual were expanded in 2023. The aim was not only to optimise existing features, but also **to incorporate additional sustainability information**. These instruments serve **to further professionalise the purchasing process and emphasise the integration of sustainability criteria**.

This measure works in the building blocks:

Climate change mitigation.
Resource management, waste, water, land / soil.
Sustainable procurement.
Diversity & equal opportunities.



AI in the supply chain

A pilot project examined how **artificial intelligence (AI) can be used in the supply chain in the context of sustainability requirements**. The results will be used in future developments of ÖBB data management.

This measure works in the building blocks:

Sustainable procurement.
Innovation & technology.



Railsponsible: Minimum requirements for audits and equivalence of self-assessments

In 2023, a working group was set up to determine the **minimum requirements for sustainability audits in the future**. This initiative aims to create a framework that enables a consistent and comprehensive assessment of sustainability practices across different sectors. In addition, **specific requirements for self-assessments were developed in order for them to be recognised in procurement procedures**.

A standardised basis was created to make it easier to recognise the (self-)assessment of companies with regard to sustainability aspects in procurement procedures.

This measure works in the building blocks:

Sustainable procurement.



UIC project "Planning / Performing of international Audits"

In light of the laws already established and those still under development on the topic of the "Supply Chain Act" and the "Corporate Sustainability Due Diligence Directive" (CSDDD), the Rail Cargo Group and the International Union of Railways (UIC) have launched a project under the working title "Planning/Performing of International Audits" (PIA). This is **a joint project with other railway companies** such as the Société Nationale des Chemins de Fer Luxembourgeois (CFL) and the Swiss Federal Railways (SBB) **to improve the monitoring of suppliers**. Essentially, **suppliers are to be audited jointly and relevant information on the audit findings is to be made available to all project participants**. A prototype was already carried out in 2023. Further prototypes and the formalisation of a framework of rules are planned for 2024. PIA is intended to be CSDDD-compliant and to support the rail sector in implementing CSDDD requirements.

This measure works in the building blocks:

Sustainable procurement.





7 Innovation & technology (excerpt) page MR93

Rail4Future

The "Rail4Future" project involves developing **simulation models for automated operation and improving infrastructure maintenance through predictive maintenance**. The highlight of the 2023 R&D project for railway hardware was a **large-scale test on the supporting structure of the Pinkabach Bridge** in Lower Austria. It was deliberately **subjected to realistic stresses from train operation** and driven to failure. This test was **the first of its kind worldwide** and provided some insights that had not been validated until then.

This measure works in the building blocks:

Innovation & technology.



AM4RAIL

In the "AM4RAIL" R&D project, ÖBB Technical Services has set itself the goal of closing the gap in the evaluation of components. **The research initiatives focus on the implementation of additive manufacturing and 3D printing technologies**. Specifically, the aim is to increase the availability of spare parts and achieve significant improvements in terms of procurement times, storage costs and unit costs.

This measure works in the building blocks:

Climate change mitigation.
Resource management, waste,
water, land / soil.
Innovation & technology.



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 have the opportunity to exchange ideas and discuss the most important sustainability issues several times a year and to define the Group's strategic direction.

Automated resource planning – resource planning of the future

The ARP programme, which deals with the integrated and rolling planning of production resources, is currently supported by two further R&D projects. The "Green-TrAln-Plan" project is **developing models to accurately estimate energy consumption**. Building on this, **solutions for integrated rotation and shift planning as well as methods for efficient route utilisation are being developed**. The "VIPES" project is dedicated to the effective exchange of information between **optimisation-based planning and simulation-based evaluation of the use of railway resources** (especially locomotives and drivers).

This measure works in the building blocks:

Climate change mitigation.
Innovation & technology.



Use of artificial intelligence is increasing

ÖBB is increasingly testing the use of **artificial intelligence (AI) and integrating it into its daily work**. In 2023, a pilot phase for **the use of AI to plan shifts** was launched for the first time at the ÖBB production base in Floridsdorf. Since shift planning is a complex matter that requires a great deal of expertise, AI is intended to support planners in their work while also taking the needs of employees into account. **Especially in times of generational change, this new technology can be of great importance.**

RPA (Robotic Process Automation) technology has also been successfully integrated into the Business Competence Centre of the Finance and Accounting Department for several years to automate simple and repetitive activities and processes. In a new groundbreaking pilot project, artificial intelligence is now being used for the first time. Together with the BCC ICT department, **an AI model was created and trained that classifies incoming emails in the collective mailboxes and assigns them to defined business cases**. This creates the basis for automating business cases and processes end-to-end.

This measure works in the building blocks:

Innovation & technology.
Reliable & attractive employer.



Digitisation in Postbus continues

The roll-out of the digital driver cockpit in the ÖBB Postbus was completed in summer 2023, laying **the foundation for digitisation in driving operations: All drivers now have their own tablet. Since 2023, communication among drivers as well as between drivers and supervisors has been fully digitised** and switched to MS Teams. The individual work steps have also been adapted step by step. **From reporting for duty to the digital journey report, essential tasks are now being carried out via tablet.** This has also made it easier for drivers to access the ÖBB world – using the HR portal opens up new opportunities for drivers, for example to take part in employee self-service online training courses, etc. In addition, the driver and workshop manual has been prepared electronically. As a next step, **the manual will now be simplified to language level B1 by external linguistics experts**. Providing information, content, (work or service) instructions, guidelines, etc. in simple language will enhance accessibility. **This promotes the inclusion of employees with low language and reading skills**, enables everyone to better understand the information and to implement it more confidently in the work process (keyword: accessibility).

This measure works in the building blocks:

Innovation & technology.
Diversity & equal opportunities.
Reliable & attractive employer.



Community creates mobility

CcM is an open ecosystem for the mobility of the future. **It connects committed mobility thinkers in Austria and beyond under a common vision: "Mobility as a common good"**. The community organises regular learning journeys and has published a community book. Interested parties can get involved here: www.mobility.community

This measure works in the building blocks:

Innovation & technology.
Affordable and accessible mobility services.
Reliable & attractive employer.





9 Affordable and accessible mobility services (excerpt) page MR108

Start of the Vienna S-Bahn (commuter rail) upgrade

The main line of the Vienna S-Bahn is the busiest local transport route in Austria, with around 250,000 passengers per working day. To ensure that rail customers can continue to reach their destination reliably and comfortably in the future, **the route and its structural systems will be extensively modernised by the end of 2027.** The main objective is the **implementation of the ETCS Level 2 train control system ("European Train Control System") as a basis for the conversion to the digital S-Bahn.** The system controls the direction and speed of trains as well as their distances from each other to ensure **a more frequent service of 2.5 minutes during rush hour.** In addition, **longer trains are to be used** to increase the number of available seats and provide more space and comfort. This is to be made possible **by extending the platforms.**

This measure works in the building blocks:
Climate change mitigation.
Affordable and accessible mobility services.



Bikmo bicycle insurance at the train station

To make travelling to the train station by bike more attractive and to promote sustainable mobility, **the pilot project "12-hour bicycle insurance at the train station"** was launched at the first train stations in October 2023. In Bad Vöslau, Schwechat, Absdorf-Hippersdorf and Vöcklabruch, users of the Bike & Ride facilities can now **insure their bicycles against theft for twelve hours free of charge.** This is intended to make **parking at the station even safer in the future.**

This measure works in the building blocks:
Affordable and accessible mobility services.



10 Health | Safety | Security (excerpt) page MR113

Warning app evolving

The warning app has been in use by our train drivers for around three years and emits a warning sound when the train approaches a stop signal. A new function was added to the app in summer 2022. Since then, a warning has also sounded at the safety signal when the exit signal is set to stop. **A further function has just entered a test phase: The activation of a warning tone when approaching a stop signal too quickly.** Based on the geometric representation of the track network and extensive data from driving operations, **the individual braking curve and therefore the braking distance of each train is now calculated. The warning is issued when the measured speed requires the driver to take action when approaching a stop signal.** This means that **the warning tone sounds in time for the train to come to a halt at the stop signal** if the driver pulls the emergency brake.

This measure works in the building blocks:
Health | Safety | Security.



Colorectal cancer screening focus in March

ÖBB Health Management launched **a focus on cancer prevention** in March 2023. **Together with TRINICUM Diagnostics,** free tests were offered to employees between the ages of 40 and 50 in order **to detect bowel cancer – the third most common cancer in Austria – at an early stage.** From the age of 50, Austrian social insurance offers free bowel cancer screening examinations.

This measure works in the building blocks:
Health | Safety | Security.
Reliable & attractive employer.



Safety first – safe on board

The causes of human conflicts can often be just little things, such as delays or lack of space on trains. **The safety of our colleagues and passengers is essential to us at ÖBB.** Therefore, **de-escalation and safety seminars for train attendants were conducted** on behalf of ÖBB, which will ensure that colleagues are prepared for all eventualities. Regardless of the length of service of the employees, there is **an eight-hour crash course that prepares them for the worst case scenario.** Topics such as how best to deal with abusive and aggressive passengers are covered, and **strategies are discussed to protect themselves and fellow passengers.**

This measure works in the building blocks:
Health | Safety | Security.



Use of exoskeletons

At the three pilot locations of ÖBB Technical Services in Linz, Jedlersdorf and St. Pölten, around **50 employees have the opportunity to receive support from exoskeletons in their daily work for two weeks each.** In order to obtain detailed insights into the stress analysis, **the pilot study will be accompanied by an ergonomist with the support of a professor from the University of Applied Sciences Technikum Vienna.**

This measure works in the building blocks:
Health | Safety | Security.
Reliable & attractive employer.



11 Diversity & equal opportunities (excerpt) page MR122

The ÖBB annual run

Organised by the **Equality/Diversity Management Solution Centre Inclusion & Diversity of the ÖBB Business Competence Centre**, ÖBB was once again **at the start at the 35th ASICS Austrian Women's Run with more than 21,600 runners and Nordic walkers.** As in previous years, there was an ÖBB tent where colleagues were provided with food before the run and also had the opportunity to relax and socialise with each other after their successful participation.

This measure works in the building blocks:
Health | Safety | Security.
Diversity & equal opportunities.
Reliable & attractive employer.



Sexual orientation

The internal Rainbow Network ("QBB") has also been launched in the regions and had its first network meeting in Graz. In the Pride Month of June in particular, there were many **activities related to LGBTIAQ+, including the kick-off of Pride Month with a town hall event, the Pride Run and Diversity Ball and of course the Rainbow Parade in Vienna,** the highlight of the event. Dance workshops on queer tango were also successfully initiated and a neighbourhood exchange was organised with nearby companies.

This measure works in the building blocks:
Diversity & equal opportunities.
Reliable & attractive employer.



Cooperation with the Austrian Integration Fund (ÖIF)

In order **to make career paths and job opportunities more accessible to female immigrants**, ÖBB is cooperating with the Austrian Integration Fund as part of the project **"COMPASS – 100 Women, 100 Opportunities. Career Paths for Female Immigrants"**. In the course of the project, relevant **insights into the diverse job opportunities in the ÖBB Group** were provided and information was shared. The good cooperation was continued in 2023.

This measure works in the building blocks:
Diversity & equal opportunities.
Reliable & attractive employer.



“Being Pride”

In the course of Pride Month in June, **ÖBB’s rainbow network, QBB (Queere Bundesbahnen)**, once again organised several events in 2023. Among other things, many employees drove around the ring in a **colourful Pride jet as part of the Pride Parade**. Under the motto **“Apply as a queer newcomer”**, a signal was sent for **diversity and acceptance** while simultaneously drawing attention to the fact that ÖBB is looking for employees who share these values.

This measure works in the building blocks:
Diversity & equal opportunities.



Sustainability Management

The foundation for this is the Sustainability Board, and in addition, the **Corporate Sustainability Platform** has been established. The respective sustainability coordinators from the holding company and the subgroups meet here several times a year. In this context, they discuss **group-wide sustainability topics as well as implementation measures for the ÖBB Sustainability Strategy and its 17 building blocks**. These internal structures drive the systematisation of professional sustainability management and pave the way for the holistic management of sustainability issues in the ÖBB Group.

Female Power Walk on International Women’s Day

On International Women’s Day 2023, **160 ÖBB colleagues took part in the Female Power Walk, sending a strong signal for more equality and #TowardsTheFuture**. The aim was also to encourage more girls and women to take up apprenticeships and job offers at ÖBB and to increase the proportion of women. To round off the event, **a group-wide ÖBB women’s network meeting with presentations** took place, where there was also an opportunity to get to know each other in person.

This measure works in the building blocks:
Health | Safety | Security.
Diversity & equal opportunities.
Reliable & attractive employer.



SHE goes DIGITAL

ÖBB is also doing its part **to make digital careers more attractive for girls and women**. Reservations are reduced and it is shown that **digitisation has already arrived and is omnipresent in all professional fields at ÖBB** – in operational areas as well as in administration. The **“SHE goes DIGITAL”** project invited **girls, women returning to work and women 50+ to discover the opportunities offered by digitisation**. They explored the corporate world of ÖBB and gained **practical insights into the extensive topic of digitisation**. Many companies – such as A1, ASFINAG, Coca Cola, BRZORF – are participating in this initiative. Preparations for **“SHE goes DIGITAL” 2024** began back in 2023.

This measure works in the building blocks:
Diversity & equal opportunities.





12 Data Protection | Compliance | Transparency | Human Rights (excerpt) page MR127

Updated data protection risk assessment

DATA PROTECTION. The medium-term goal is to subject all registered processing activities in the Group to a data protection risk assessment which – unlike IT risk management – does not assess the business risks, but rather the risks to the rights and freedoms of the natural persons whose data is processed. **Of the total entries contained in the records of processing activities, more than half had been subjected to a risk assessment by the end of the year.**

This measure works in the building blocks:
Data Protection | Compliance | Transparency | Human Rights.



Environmental data externally reviewed

TRANSPARENCY. In 2023, work began on rolling out an **internal control system for the most important environmental data of the Rail Cargo Group.** In this context, an external partner (TÜV SÜD) was commissioned to collect environmental data on site, at the location or at the company to verify its plausibility in the course of external audits in accordance with ISO 14001 and using a risk-based approach. Any findings are discussed in **weekly meetings where measures are initiated and data quality is improved where necessary.**

This measure works in the building blocks:
Data Protection | Compliance | Transparency | Human Rights.



Confidential reporting and whistleblower system

TRANSPARENCY. Following a pilot project by the Rail Cargo Group in Austria in the first quarter of 2023, the confidential reporting system was handed over to the line in April. **The confidential reporting system allows employees to anonymously report issues concerning topics such as “employee protection”, “environment”, “waste”, etc. that cannot be covered by standard processes, and complements the whistleblower system, which is open to all stakeholders.**

This measure works in the building blocks:
Data Protection | Compliance | Transparency | Human Rights.



Rules and procedures

COMPLIANCE. In order to create a framework that encourages all managers and employees to handle this issue in a sustainable and conscientious manner, the Compliance Office draws up **clear guidelines and codes of conduct.** Since these explain the Code of Conduct and the **associated external legal regulations** to employees in detail and thus represent an important roadmap, they are continuously updated by Compliance with findings from advisory and case tracking practice.

This measure works in the building blocks:
Data Protection | Compliance | Transparency | Human Rights.



Personal training

COMPLIANCE. One of the core tasks of Compliance is to raise awareness among ÖBB Group employees regarding the issues addressed in the Code of Conduct in the long term and sustainably. Compliance therefore offers **comprehensive face-to-face and video conference training courses** within the ÖBB Group. This ensures **rapid and flexible communication of learning content** as well as **sustainable awareness-raising among employees.**

This measure works in the building blocks:
Data Protection | Compliance | Transparency | Human Rights.
Learning & development.



“Compliance” E-learning course

COMPLIANCE. In addition to the ongoing personal training, the “Compliance” E-learning course is a measure of key importance. Here, the sometimes complex subject of **preventing white-collar crime and corruption is explained as simply and practically as possible using examples from everyday professional life.**

This measure works in the building blocks:
Data Protection | Compliance | Transparency | Human Rights.
Learning & development.



Advice

COMPLIANCE. Another key building block for prevention is the ongoing advice of management and all employees on compliance-relevant issues. **All employees of the ÖBB Group can contact Compliance at any time if they have any questions or concerns regarding the Code of Conduct.** They receive detailed advice from the specially trained staff of the Compliance Office.

This measure works in the building blocks:
Data Protection | Compliance | Transparency | Human Rights.



Human rights in the Rail Cargo Group

HUMAN RIGHTS. In 2022, **risk analyses** were carried out specifically **for Rail Cargo Group companies domiciled outside the EU. Target long-term measures were taken** to reduce potential risks in the future as well.

This measure works in the building blocks:
Data Protection | Compliance | Transparency | Human Rights.



Human rights training via EcoVadis

HUMAN RIGHTS. In 2023, the sustainability contacts and lead buyers of the ÖBB companies had the opportunity to complete **training courses on the topic of human rights such as modern slavery** via the EcoVadis platform.

This measure works in the building blocks:
Data Protection | Compliance | Transparency | Human Rights.
Learning & development.



13 Social responsibility & cooperations (excerpt) page MR131

Girls just wanna have Bahn!

In 2023, **55 participants in the Vienna Daughters’ Day were once again given a look behind the scenes at two ÖBB locations in Vienna.** All nine ÖBB training workshops were open and offered another **170 interested women exciting insights as part of the “Girls’ Day”.**

This measure works in the building blocks:
Social responsibility & cooperations.
Reliable & attractive employer.



Making wishes come true

Many children dream of driving a real train – and later turn their dream into a career. **For Paul, who is seriously ill, this dream has already become a reality to some extent thanks to the dedication of some of our ÖBB colleagues from Production and Passenger Transport.** After a few preparations, the day had come when Paul, his brother Oliver and their parents were welcomed at Linz train station.

This measure works in the building blocks:
Social responsibility & cooperations.



Roll up your sleeves, it's clean up time!

The annual "World Cleanup Day" took place on 16 September 2023. Together with the Green Heroes, ÖBB colleagues collected a total of **10 kilograms or around 300 litres of rubbish on the Danube Island in Vienna. The 139 participants in the campaign collected 147.38 kilogrammes of rubbish that day, including 738 cans, 248 PET bottles, 182 glass bottles and 29,250 cigarette butts**, making an important contribution to preventing the entry of plastic waste into the soil and water.

This measure works in the building blocks:

Resource management, waste, water, land / soil.
Social responsibility & cooperations.



Cycling for bees and flowers

Together with "Österreich radelt" (Austria cycles), the country's largest cycling campaign, ÖBB once more called on cyclists to get on their bikes for more species diversity and biodiversity in 2023. **During the ÖBB Bee and Flower Cycling event, 685,366 kilometres were cycled for the 15th ÖBB Blühwiese initiative between 3 and 8 June, setting a new record.** Not just cycling enthusiasts from "Österreich radelt" took part, but also our sporty ÖBB team, which was once again well represented. In this way, we not only promote the mobility and health of our employees and other cycling enthusiasts, but also support biodiversity and species diversity.

This measure works in the building blocks:

Climate change mitigation.
Health | Safety | Security.
Social responsibility & cooperations.



ÖBB housing

Housing has become very expensive in recent years. That's why **ÖBB provides its employees with modern and affordable rental flats:** employee flats from the ÖBB housing programme as well as cooperative flats for which ÖBB has tenant nomination rights. For this offer, ÖBB is renovating houses in its ownership as part of the ÖBB housing programme. Step by step, **over a period of several years, this is how around 4,000 employee flats will be made ready for occupancy**, all with modern bathrooms and toilets, fully equipped kitchens and wooden floors. The prices are staggered according to income.

This measure works in the building blocks:

Social responsibility & cooperations.
Reliable & attractive employer.



Sustainable district development at Nordwestbahnhof

The former 44-hectare freight station on the site of the ÖBB Nordwestbahnhof is becoming a high-quality living space. Together with the City of Vienna, ÖBB is creating **a home for 16,000 people as well as room for the future, education and green space in the heart of Vienna.** By merging freight stations and modernising rail operations, **former railway areas can be revitalised and space created for new urban districts with a high quality of life.** Most of the materials are transported away by rail and at least 70 percent of the harmless demolition material is subsequently reused or recycled. Sustainable district development also means **not demolishing old buildings where possible:** As part of the design of the Highline Park, which is being built on a former railway line, two brick buildings will be preserved and together will serve as a reminder of the area's history.

This measure works in the building blocks:

Social responsibility & cooperations.





14 Reliable & attractive employer (excerpt) page MR134

How will we work in the future?

At the Alpbach Forum, ÖBB addressed the working world of tomorrow and **discussed flexible working hours** with other participants. ÖBB-Infrastruktur AG launched the **"FlexiFriday" pilot in 2023, which enables a 4-day week by eliminating core working hours on Fridays**. In order to successfully cope with the generational change, ÖBB wants to set new HR standards and continue to exploit **the full potential of the labour market in the future as well**. For example, immigrants are being given even more opportunities: 95 apprentices were already in training, and 17 more followed in the 2023/24 training year. In addition, **ÖBB is taking a number of measures to increase the proportion of women in the company**, which will rise to 46.2 percent in top management by 2024.

This measure works in the building blocks:

Diversity & equal opportunities.
Reliable & attractive employer.



Onboarding across the Group

Effective onboarding is crucial for new employees, as it not only serves to familiarise them with operational processes, but also provides a positive introduction to the corporate culture. In the "Onboarding across the Group" project, **a group-wide onboarding process for specific target groups was developed as a minimum standard in 2023**. The most important work packages for this were: process design and process description, checklists and guidelines for managers, design and implementation of a buddy system, **piloting of a group-wide onboarding day, digital content for onboarding, goodie bag catalogue and communication concept**. The implementation of the project also provided an important impetus with the aim of reducing early staff fluctuation.

This measure works in the building blocks:

Reliable & attractive employer.



RCG Europe Weeks

The "RCG Europe Weeks" took place in September and October 2023. Once again, young up-and-coming talents had the unique opportunity **to immerse themselves in the varied world of rail logistics for several weeks** at different Rail Cargo Group locations in Europe. 15 apprentices took the opportunity **to complete an internship abroad as part of their training and get to know the subsidiaries and colleagues in Croatia, Hungary, Italy, Germany and Slovenia**. They were able to work directly at the international locations, demonstrate their intercultural competence and gain new experiences.

This measure works in the building blocks:

Diversity & equal opportunities.
Reliable & attractive employer.





15 Generational change (excerpt) page MR141

Fit4TechWoman

The entry-level women's programme of the Route Management and Facilities Development (SAE) division at ÖBB-Infrastruktur AG, known as **Fit4TechWoman**, offers apprentices, schoolgirls and students the chance to gain insights into the technical world of ÖBB over the course of a year. This is intended to encourage women in particular to work in the maintenance sector. During this time, they are assigned a mentor from a variety of technical disciplines. This enables the young women to exchange views with their colleagues, **take part in excursions and complete an internship**. The aim of the programme is a permanent position with ÖBB. The programme is also a piece of the puzzle **to master generational change and introduce up-and-coming talent to the world of maintenance at an early stage**.

This measure works in the building blocks:

Generational change.
Reliable & attractive employer.



Refugee talents

Generational change is in full swing at ÖBB, as **around 18,000 new employees will be needed across the Group by 2028. An important group that has so far been underrepresented in the labour market is people with refugee experience**, whom ÖBB will focus on more strongly in the future when recruiting new employees. **Young people in particular should be inspired to pursue a career at ÖBB**. Young people who complete an apprenticeship at ÖBB not only get excellent training, but also support that goes beyond the training itself. From the 2023/24 training year, ÖBB-Infrastruktur AG's apprenticeship training will **increasingly support young refugees from Ukraine, who will be trained in both technical and commercial professions**. In addition, ÖBB, in cooperation with the AMS and NGOs, is specifically looking for refugee women who are interested in an apprenticeship.

This measure works in the building blocks:

Diversity & equal opportunities.
Generational change.
Reliable & attractive employer.





16 Economic driver, value-adding investments & sustainable financing (excerpt) page MR143

A future (train) partnership in German commuter rail transport

ÖBB-Personenverkehr AG is **entering the German commuter rail passenger transport market with the takeover of Go-Ahead Verkehrsgesellschaft Deutschland GmbH**. With the acquisition of Go-Ahead Germany, ÖBB is following its internationalisation course and **investing in the future**. ÖBB is already operating internationally: we are the leading provider of night trains in Europe and the second strongest freight railway in the EU, active in 18 countries. With the purchase of Go-Ahead Verkehrsgesellschaft Deutschland GmbH, **the international potential of passenger transport is expected to grow even further**.

This measure works in the building blocks:
Climate change mitigation.
Affordable and accessible mobility services.
Economic driver, value-adding investments & sustainable financing.



2023 export award: bronze for Rail Cargo Group

Due to the war in Ukraine, many logistics chains, especially those for the transport of grain, have been disrupted for the global market. Thanks to employees of the Rail Cargo Group, **over 2 million tons of grain were transported by rail from Ukraine from March 2022 and in this way made available to the world market again**. This achievement has been honoured with the Bronze Export Award.

This measure works in the building blocks:
Climate change mitigation.
Affordable and accessible mobility services.
Economic driver, value-adding investments & sustainable financing.



Rail4Regions

“Rail4Regions” is an interdisciplinary approach between ministries and companies **to better connect regional rail networks to international freight transport corridors**. This involves **identifying goods that are suited to rail transport** but are currently being transported by road. In a subsequent step, **the reasons for the lack of modal shift are analysed** and solutions are proposed. In this context, Rail Cargo Hungaria is taking the leading role for the Rail Cargo Group.

This measure works in the building blocks:
Climate change mitigation.
Economic driver, value-adding investments & sustainable financing.



Implementation of the ÖBB Sustainability Strategy

The group-wide management, coordination and monitoring of the “sustainability” and “climate change mitigation” topics are carried out by the sustainability team at the ÖBB-Holding AG. The team is responsible for **managing cross-company sustainability issues such as climate change mitigation and the circular economy within the Group**, and also coordinates **Group-wide initiatives** in these areas. The responsibilities of the ÖBB-Holding AG’s sustainability management include the creation and further development of the **cross-company ÖBB Sustainability Strategy**. **Group goals and strategic directions for the 17 building blocks of the ÖBB Sustainability Strategy** are developed jointly with the sustainability coordinators of the subgroups and the central building block managers. For this purpose, the Corporate Sustainability Platform is used as well as existing control structures, such as strategic HR management in the area of social sustainability. 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 **Group-wide priorities and current key topics**. Both the development of effective company-specific measures and their targeted implementation are carried out independently by the responsible subsidiaries.



Serbia with independent traction

Since May 2023, the Rail Cargo Group has been operating its first train outside the European Union, in Serbia to be precise. **With the expansion in Serbia, Rail Cargo Group can now handle transport services independently in 13 countries.** This enables us to optimise transport operations and our network and we can offer a genuine alternative to road transport.

This measure works in the building blocks:

Affordable and accessible mobility services.
Economic driver, value-adding investments & sustainable financing.



EU funding for rail transport

In the EU call for funding under the “Connecting Europe Facility” (CEF) in July 2023, **Austrian rail projects were able to secure funding of around 400 million euros.** The cross-border “**Brenner Base Tunnel**” (BBT) project was awarded **700 million euros**, half of which will go to Austria and half to Italy. The funding relates to the continuation of construction work to realise the Brenner Base Tunnel. It is particularly pleasing that the “**ETCS Level 2 expansion in Austria**” project, **submitted solely by ÖBB-Infrastruktur AG, was awarded a grant of almost 50 million euros.** This train control system will contribute to improving the interoperability, efficiency and safety of rail transport in Austria and the EU.

This measure works in the building blocks:

Economic driver, value-adding investments & sustainable financing.



17 Learning & development (excerpt) page MR145

Leadership development NEW

In 2023, a **comprehensive leadership development programme for the ÖBB Group** was designed together with representatives from all of the subgroup companies. In the spirit of a flexibly designed leadership development journey, **the enhanced development offer is intended to help our participants develop their leadership behaviour** and thereby gain more confidence in their actions – not least in order **to be better able to meet the challenges of the new world of work.** The **Leadership Navigator programme** is also intended to provide a **holistic, structured and quick overview of all development offers.** The roll-out of the newly developed offers is planned for 2024.

This measure works in the building blocks:

Learning & development.



Metaverse (digital learning)

A focus in 2023 in the area of digital learning was the metaverse: It is a connection between the real and virtual worlds. It is a virtual place where real people meet to interact with each other (familiar from online games). **This extension of the real world is designed to allow participants to physically immerse themselves in the virtual world.** ÖBB sees potential here in three areas of application, which are currently being evaluated in the form of a proof of concept. **The provision of virtual training rooms for interactive yet location-independent training and further education** is of key importance here. It includes the provision of 3D models in this virtual environment in the form of **VR-supported e-learning and the possibility of holding live online training courses.**

This measure works in the building blocks:

Learning & development.



XR technology

Extended reality technology (XR technology) as a **combination of real and virtual environments and human-machine interaction will play an important role in future training and further education, especially in the railway-specific area.**

In 2023, ÖBB's human resources development team focused on the topics of "virtual classrooms" and "3D models" as well as the use of artificial intelligence in content creation.

This measure works in the building blocks:
Learning & development.



Sustainability training

In 2023, further modules of the **ÖBB internal online sustainability training** were published. These are intended to clarify open questions and further raise awareness of climate change mitigation and sustainability among ÖBB employees. All five modules on the topics of "**Climate change – causes and consequences**", "**Sustainability – an introduction**", "**Sustainability and politics**", "**Sustainability and enterprises**", and "**Sustainability in everyday life**" are available in the **internal talent management centre** as of December 2023. The last module, "**Sustainability at ÖBB**", is expected in 2024.

This measure works in the building blocks:
Reliable & attractive employer.
Learning & development.



Learning through play – a serious game

In 2022, work began on a proof of concept for the development of a **serious game for the Rail Cargo Group**. With the serious game "CoreCargo", you can interactively experience **the most important processes of the Rail Cargo Group**. By the end of 2023, more than 150 colleagues, from apprentices to board members, had played "CoreCargo". A further roll-out (including internationally) and further development towards sustainability are planned for 2024 to make **the effects of climate change on our business model tangible**.

This measure works in the building blocks:
Affordable and accessible mobility services.
Reliable & attractive employer.
Learning & development.



Service design learning nuggets

With **17 service design learning nuggets**, Rail Cargo Group employees have access to various modules such as **freight wagon accounting, transport concept presentation, construction site planning and many more**. The nuggets are used as part of the onboarding of new employees and **explain the complex interrelationships in service design in an understandable way**. The learning nuggets are available to employees in German and English.

This measure works in the building blocks:
Learning & development.



Summary of measures taken per sustainability building block and ÖBB company

| Title | Short description | Relevant building blocks | Relevant company |
|--|---|--|---|
| Building block 1 – Climate change mitigation (see chapter G.1 for additional information) | | | |
| Austrian Event Award 2023 | In April 2023, ÖBB was awarded the special prize in the Green Events category at the Austrian Event Awards. | | ÖBB-Holding AG, ÖBB-Business Competence Center GmbH, ÖBB-Werbung GmbH |
| 40 years of green traction power | A good portion of the energy required by ÖBB comes from the ÖBB power station in Fulpmes, which supplies energy for 16,000 train journeys between Innsbruck and Vienna each year. ÖBB currently operates seven hydroelectric power stations in Austria for traction power and one for three-phase current. | | ÖBB-Infrastruktur AG |
| We're upgrading Park&Ride facilities to solar power | In 2023, ÖBB launched a new expansion programme for additional photovoltaic systems throughout Austria: By 2030, around half of the parking spaces in flat, previously uncovered Park & Ride facilities are to be upgraded with photovoltaic systems as roofing, for which approx. 150 million euros will be invested. | | ÖBB-Infrastruktur AG |
| Electric "fleet" | Not only is the ÖBB-Produktion GmbH fleet gradually being converted from combustion engines to electric vehicles, combustion engines will also be eliminated from gardening equipment in the future. The Krems, St. Pölten and Vienna Franz Josefsbahnhof sites now use electric (rather than petrol-powered) lawn mowers. | | ÖBB-Produktion GmbH |
| Energy saving – every measure counts | In order to save energy, the warehouse doors were replaced and the lighting was converted to LED at the Linz site. | | ÖBB-Produktion GmbH |
| Saving energy by purchasing state-of-the-art electric locomotives | In 2023, another ten state-of-the-art electric regenerative locomotives were purchased and old locomotives at the end of their service life were phased out. As the new models feed energy back into the grid, the modernisation of the fleet saves energy. | | ÖBB-Produktion GmbH |
| Electric buses for Tyrol | The last new diesel bus is scheduled to go into operation in Tyrol in 2027 – at least that's the state's aim: converting the public transport sector as quickly as possible. In June 2023, Postbus began test operations of an electric rental bus. The state of Tyrol wants to completely convert its public transport to emission-free vehicles by 2035, by which time all buses are to be emission-free. | 3, 7 | Österreichische Postbus AG |
| Resource Efficiency at Logistics Sites – Study | The Rail Cargo Group is once again collaborating with the Fraunhofer Institute to further develop the REff GHG assessment tool (Resource Efficiency at Logistics Sites) in order to carry out GHG calculations according to ISO 14083. Purchased logistics services can also be calculated. | 7 | Rail Cargo Group |
| ESG Specialist training | In the fourth quarter of 2023, the Rail Cargo Group organised a multi-week in-house training series on the topic of ESG/CSR. | 12, 17 | Rail Cargo Group |
| RCG climate action whitepaper | In April 2023, the first Rail Cargo Group climate action initiatives whitepaper was published, which shows numerous relevant figures, data & facts as well as initiatives on the topic of protecting the climate. | 2, 3, 4, 5, 6, 7 | Rail Cargo Group |
| UIC Sustainability Week | The Rail Cargo Group was represented at the UIC Sustainable Week in Paris with a presentation on the topic of "Governance, Process and Management Systems". | | Rail Cargo Group |
| Checklist of sustainability topics and handbook of sustainability indicators | In 2022, we began developing our own checklist on sustainability issues for the Rail Cargo Group sites, which is continuously being improved. Subsequently, in 2023, we began developing a separate handbook on sustainability indicators for the Rail Cargo Group. | 3, 4, 5 | Rail Cargo Group |
| QSSHE- Policy – further development and publication | The annual review of the Rail Cargo Group's Quality, Safety, Security & Environmental Policy was expanded to include the Sustainable Development Goals (SDGs). | 2, 3, 4, 5, 6, 7, 10, 11, 12, 13, 14, 15, 16, 17 | Rail Cargo Group |

| Title | Short description | Relevant building blocks | Relevant company |
|----------------------------|--|--------------------------|------------------|
| Digitising the modal shift | As part of a Rail Cargo Group pilot project with the "Transporeon" logistics platform, services from a rail logistics company were integrated into the Transporeon platform for the first time, making it easy to book via the platform. Among other things, the platform makes it possible to retrieve real-time data such as location, status & ETA as well as to calculate greenhouse gas emissions in the future based on ISO 14083. | 16 | Rail Cargo Group |
| We record our emissions | The Rail Cargo Group's website has a live feed showing the transports carried out jointly with partners in Europe and the emissions saved as a result. | 12 | Rail Cargo Group |

Building block 2 – Climate change adaptation (see chapter G.2 for information)

Building block 3 – Emissions incl. noise (excl. CO₂) (see chapter G.3 for information)

Building block 4 – Resource management, waste, water, land / soil (see chapter G.4 for additional information)

| | | | |
|---------------------------------|--|---|---|
| We focus on a circular economy | ÖBB and "materialnomaden" started a joint pilot project to recycle the station building in Gedersdorf to make better use of the raw materials and reduce waste, disposal costs and CO ₂ emissions, with the resulting rarities available in the ÖBB fan shop. | | ÖBB-Infrastruktur AG |
| Green, greener, greened! | As part of the "Green Office" initiative, six focal themes were developed (mobility, energy, resources and waste, food, wellbeing and design, communication and engagement) and various existing measures were identified and adopted. | 5 | ÖBB-Holding AG, ÖBB-Business Competence Center GmbH, ÖBB-Werbung GmbH |
| Paperless freight transport | According to a conversion plan, paper-based processes will be replaced by electronic processes by 2025. | | Rail Cargo Group |
| Clean forest, clean environment | Every year, Rail Cargo Hungaria organises a clean-up together with customers and forest owners. | | Rail Cargo Group |

Building block 5 – Species diversity & biodiversity (see chapter G.5 for additional information)

| | | | |
|----------------|---|------|---------------------|
| Planting trees | The company's own sites are very limited, but several trees were planted in 2023, for example at the Wr. Neustadt site. | 1, 2 | ÖBB-Produktion GmbH |
|----------------|---|------|---------------------|

Building block 6 – Sustainable procurement (see chapter G.6 for additional information)

| | | | |
|---|---|-------|------------------|
| 360° supplier monitoring | A proof of concept (PoC) on the topic of 360° Watch was launched in 2023 on the basis of an educational cooperation between the Rail Cargo Group and the BFI Vienna University of Applied Sciences. | 7, 12 | Rail Cargo Group |
| Quality, safety & environmental requirements for road freight | In order to accelerate the shift from road to rail, swap bodies (WAB) and mobile boxes were purchased in 2022/23. | 1 | Rail Cargo Group |

Building block 7 – Innovation & technology (see chapter G.7 for additional information)

| | | | |
|--------------------------------|---|----|--|
| H2 RailTube | As part of a R&D project, the Rail Cargo Group is currently developing a container that is specially designed for H2 transport, in order to be able to transport alternative fuels (such as hydrogen) by rail in the long term. | | Rail Cargo Group |
| EcoLator & scenario calculator | To improve the quality of data for decision-making within the Rail Cargo Group, two tools (EcoLator and scenario calculator) have been developed since 2022 to make environmental impacts measurable. | 8 | Rail Cargo Group, ÖBB Group (Ecolator) |
| Re-evaluating employee ideas | Employees submitted almost 10,000 ideas to the company's internal idea management system, and a new evaluation identified almost 150 unrealised ideas that could be implemented by the Rail Cargo Group if the framework conditions were changed. | 14 | Rail Cargo Group |

| Title | Short description | Relevant building blocks | Relevant company |
|--|---|--------------------------|--|
| Building block 8 – Sustainable finance (see chapter G.8 for information) | | | |
| Building block 9 – Affordable and accessible mobility services (see chapter G.9 for information) | | | |
| Building block 10 – Health Safety Security (see chapter G.10 for additional information) | | | |
| Health in the work-place with gait analysis | ÖBB-Produktion GmbH has carried out a new project at its Wiener Neustadt base in which employees were screened for incorrect weightbearing and posture problems using gait analysis. | 14 | ÖBB-Produktion GmbH |
| ÖBB INFRA wins Styrian “fit at work” health award | A business unit within ÖBB-Infrastruktur AG was awarded the Styrian “fit at work” health award in the “Corporate Health Management” category in 2023. | | ÖBB-Infrastruktur AG, ÖBB-Business Competence Center GmbH |
| Danger in your inbox | As an IT security measure, a phishing awareness campaign was carried out in the Rail Cargo Group in cooperation with an external service provider. | 12 | Rail Cargo Group |
| International Safety Board | The Safety Management System (SMS) process maps and their associated processes were developed as part of the Rail Cargo Group Safety Board’s international collaboration. | | Rail Cargo Group |
| Business continuity exercise | In October 2023, a fictitious scenario involving the failure of an “electronic consignment note” was practised. | | Rail Cargo Group |
| Comprehensively tested – comprehensively certified | 34 majority shareholdings of the Rail Cargo Group have certified and audited management systems in the areas of quality management, environmental management, health and occupational safety, information security management, feed safety, food safety, entity in charge of maintenance, and the railway safety management system. | 1, 3, 4, 5 | Rail Cargo Group |
| Additional qualification as an ERGO coach | Selected employees of ÖBB-Technische Services-GmbH get the opportunity to train as ERGO coaches, creating better awareness of a healthy working environment. | | ÖBB-Technische Services-GmbH |
| Building block 11 – Diversity & equal opportunities (see chapter G.11 for additional information) | | | |
| Our inclusion opportunity plan | As part of the “Opportunity Plan for Employees with Beneficiary Status”, new positions have been created, giving all divisions of ÖBB-Infrastruktur AG the opportunity to take on an employee with beneficiary status (i.e. with a disability of 50% or more) “on top”, i.e. over their planned personnel budget. | 14 | ÖBB-Infrastruktur AG |
| We put accessibility into practice | A group of experts within ÖBB-Infrastruktur AG, consisting of representatives from various departments as well as representatives for people with disabilities, developed standards for accessible ÖBB workplaces. | 14 | ÖBB-Infrastruktur AG |
| Finances – do it yourself | In September 2023, the ÖBB women’s network organised a panel discussion with external experts on the topic of financial planning. | | Holding / ÖBB-Business Competence Center GmbH / ÖBB-Werbung GmbH |
| Volunteering blog series | From 2022 to 2023, the Rail Cargo Group published a series of blogs featuring employees who are committed to environmental and social issues in their private lives. | 13 | Rail Cargo Group |
| Hungary’s first female carriage inspector | In November 2023, Rail Cargo Hungaria’s first female carriage inspector started work. | | Rail Cargo Group |
| Building block 12 – Data Protection Compliance Transparency Human Rights (see chapter G.12 for additional information) | | | |
| Document management system moves to the cloud | The Rail Cargo Group’s new document management system was transferred to the cloud in 2023. | 1, 17 | Rail Cargo Group |

| Title | Short description | Relevant building blocks | Relevant company |
|---|--|--------------------------|----------------------------|
| Building block 13 – Social responsibility & cooperation (see chapter G.13 for additional information) | | | |
| Rail Cargo Group interacts with its stakeholders | In 2023, the Rail Cargo Group organised educational partnerships with various schools & universities with a focus on sustainability. | 17, 14, 15 | Rail Cargo Group |
| Our sustainability brunch | In May, ÖBB-Infrastruktur AG's first sustainability brunch took place, the aim of which was to facilitate intensive professional exchange on sustainability issues. | 1, 2, 3, 4 | ÖBB-Infrastruktur AG |
| Reducing waste | "Collecting instead of wasting" and "using instead of squandering" are the principles of the volunteers at "Team Österreich Tafel", who collect perfectly good but no longer saleable food from supermarkets every Saturday and distribute it to people in need. | | ÖBB-Infrastruktur AG |
| Together for more sustainability | At the Sustainability Circle organised by ÖBB, sustainability managers from large, similarly-structured companies (ASFINAG, BIG, ORF, Bundesforste, Post, Wien Holding AG, Wiener Linien and ÖBAG) discuss the topics of decarbonisation, materiality analysis, and current and future requirements from the corporate Sustainability Reporting Guidelines (CSRD). | | ÖBB-Infrastruktur AG |
| Environment at the trade fair | The first environmental fair for ÖBB-Infrastruktur AG employees took place at the Praterstern 3 site under the motto: "From our own energy: full power for the environment". | 4 | ÖBB-Infrastruktur AG |
| Kugel-Porsche restoration by Postbus | 13 Postbus apprentices from Salzburg and Upper Austria and their trainers worked hard over the last 11 months to successfully complete this training project. In November 2023, the VW Beetle, built in 1965, was handed over to Licht ins Dunkel and auctioned off for a good cause and people in need. | 14 | Österreichische Postbus AG |
| Ukraine Winter Aid | For every completed Rail Cargo Group customer satisfaction survey questionnaire, 10 euros was donated to the Austrian Red Cross for Ukraine Winter Aid in 2023. | | Rail Cargo Group |
| The future in your pocket | As a partner of the "Future in your Schoolbag" charity project, the Rail Cargo Group supports the transport of schoolbags for Romanian students, as well as for many Ukrainian refugee children. | | Rail Cargo Group |
| Borderless – European Works Council | In November, representatives of the freight transport division in the European Works Council of Rail Cargo Austria (RCA) hosted a groundbreaking conference in Vienna, to which managers from all Rail Cargo Group subsidiaries were invited. | | Rail Cargo Group |
| Academic support – sustainability study | In 2023, the Rail Cargo Group in Austria participated in the study by the Vienna University of Economics and Business, entitled "Finding a Sustainable Fit: The Role of Sustainability and Corporate Responsibility in Strengthening Employee Engagement and Retention". | | Rail Cargo Group |
| Rail Cargo Hungaria interacts with its stakeholders | In 2023, Rail Cargo Hungaria employed 13 "dual students" who complete work experience in Hungary alongside their studies. | 14, 15, 17 | Rail Cargo Group |
| Building block 14 – Reliable & attractive employer (see chapter G.14 for additional information) | | | |
| Celebrations | After a coronavirus hiatus, the Rail Cargo Group anniversary celebration took place in March 2023, at which 70 colleagues were honoured for their 25 or 40 years of service or their retirement. | | Rail Cargo Group |
| Building block 15 – Generational change (see chapter G.15 for additional information) | | | |
| INEO certificate for our apprentices | For the fourth time in a row, the Rail Cargo Group's apprenticeship programme has been awarded the INEO certificate by the Upper Austrian Chamber of Commerce. | | Rail Cargo Group |

| Title | Short description | Relevant building blocks | Relevant company |
|--|---|--------------------------|----------------------|
| Building block 16 – Economic driver, value-adding investments & sustainable financing (see chapter G.16 for additional information) | | | |
| 1.2 billion euros for the Eastern region | The ÖBB is investing 1.2 billion euros in the eastern region of Austria, both in the maintenance and modernisation of the railway facilities and their expansion. | | ÖBB-Infrastruktur AG |
| Expansion programme 2023 for Carinthia, Upper Austria, Styria | The ÖBB is investing more than 1.3 billion euros in extensive construction projects in the federal states of Carinthia, Styria and Upper Austria. | | ÖBB-Infrastruktur AG |
| Expansion programme 2023 for Western Austria | In the federal states of Salzburg, Tyrol and Vorarlberg, the ÖBB is investing more than 780 million euros in rail infrastructure to enable comfortable and environmentally-friendly travel. | | ÖBB-Infrastruktur AG |
| New TransFER connections | In 2023, the Rail Cargo Group expanded its network to include Villach – Frosinone, Vienna – Kyiv & Budapest – Rijeka. | 1 | Rail Cargo Group |
| Building block 17 – Learning & development (see chapter G.17 for additional information) | | | |
| A taste of democracy | Apprentices from the Graz and Knittelfeld training workshops visited the newly renovated parliament in Vienna together with their trainers. | | ÖBB-Infrastruktur AG |
| New intake record | Around 700 young people joined the company at the beginning of September and began their training, which represents a new apprenticeship record. | 14 | ÖBB-Infrastruktur AG |
| New apprentices | 39 apprentices began their career as a freight forwarding agent in the Rail Cargo Group in September 2023. | 14 | Rail Cargo Group |
| Ask an environmental manager | In 2021, the interactive “Ask an Environmental Manager” scheme was launched. It is digital, takes place monthly and is aimed at sales employees. It presents all of the Rail Cargo Group’s sustainability initiatives. | 6 | Rail Cargo Group |
| EcoLator training & environmental KPIs | At several events in 2023, around 150 Rail Cargo Group employees who deal with sustainability issues were informed about the developments in the European Sustainability Reporting Standards (ESRS) and the resulting reporting requirements. | | Rail Cargo Group |
| Rail Cargo Hungaria keeps its employees informed | With the internal “GoGreen” employee magazine, Rail Cargo Hungaria informs its employees monthly about current topics and challenges relating to sustainability and the environment. | | Rail Cargo Group |
| Wikipedia for Rail Cargo Hungaria | RCH-Wiki, the internal Wikipedia of Rail Cargo Hungaria, contains more than 100 articles on various topics relating to the company. | | Rail Cargo Group |

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The information contained in this report has
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reserved.

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