

Sustainability at Postbus – our Sustainability Strategy 2030

November 2023



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Share of local public transport

(Statistics Austria, Chamber of Commerce, Austrian Städtebund 2018)

Passengers (per year)

- **Public bus: 660m**
- Rail (incl. long distance): 316m
- Underground/tram: 960m

Key figures

(own surveys, as of 12/2021)

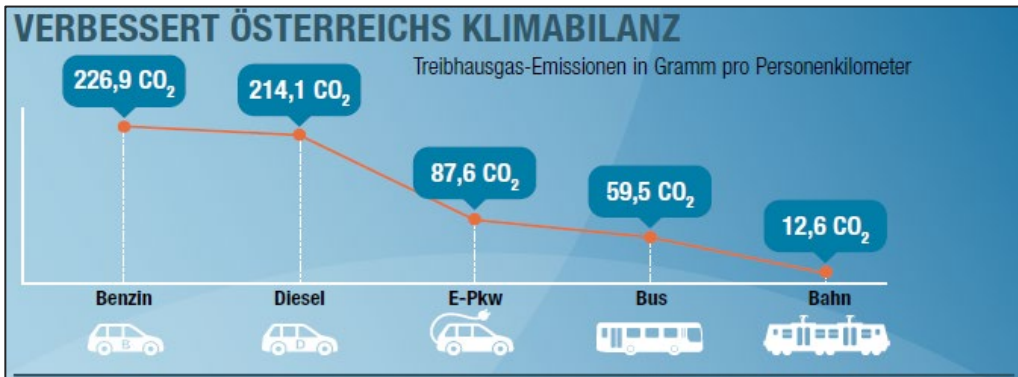
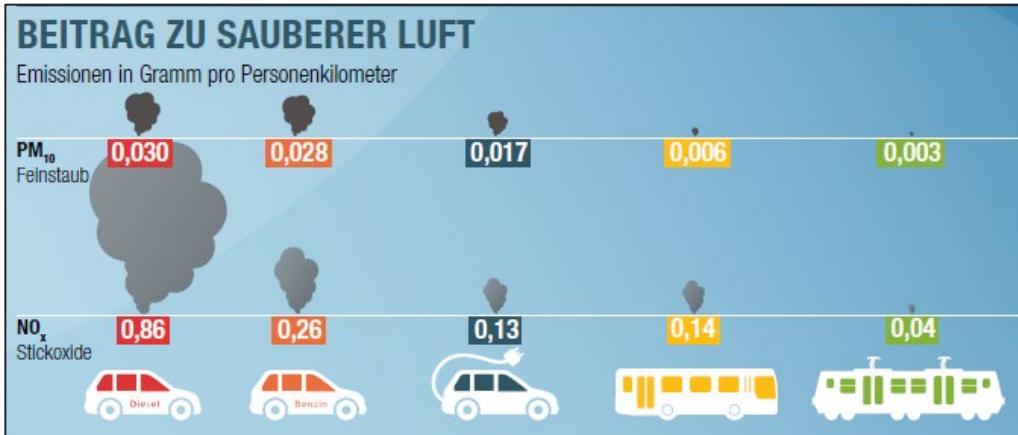
- **270 million kilometres travelled per year**
- around 5,500 buses
- around 9,000 employees

Features

- Urban bus services
- **Regional scheduled bus services**
- Long-distance bus services

Specifics

- **Development of the area**, often the only means of public transport in rural areas
- **Flexibility** (road infrastructure available)
- Focus on **internal school transport**



CO₂ emissions (g/Pkm)

(Source Federal Environment Agency, values for 2022 and *2020)

- Car: around 217*
- **Bus: around 59 (-158 less than car)**
- Rail: around 6 (-211 less than car)

The energy requirement per person is already lower for buses than for cars if there are an average of 5 people on the bus.

Travelling by bus also means avoiding traffic jams

- **One bus** on the road **replaces 30 cars.**
- This not only reduces emissions, but also creates more space in cities and communities and reduces traffic jams.

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Postbus is the largest bus company in Austria

3,870
employees



2,545 buses

152m kilometres
travelled

2.5bn passenger-km

812 lines

186m passengers

70% of passengers are
schoolchildren



17,966
bus stops

1 subsidiary in the
Czech Republic

since **2003**
part of the ÖBB Group

Driver of innovation

operating in Austria
for **115 years**

Version 12/2022

Sustainability has played a major role at Postbus for years

4 times less energy consumption than a car*



59.8 grams CO₂eq/Pkm

2,521 diesel buses

18 e-buses

5 H2 buses

Occupational safety index
13.6

over 200 locations in Austria

2 Solar power systems,
10 in planning/construction

3,870 employees

9.7% proportion of women

3.4% disabled quota

30 municipalities with Postbus Shuttle



ESG Rating
“very good”

Postbus has steadily improved its ESG rating since 2021

imug | rating

Nachhaltigkeitsrating

Österreichische Postbus AG

Öffentlicher Personenverkehr, 1100 Wien

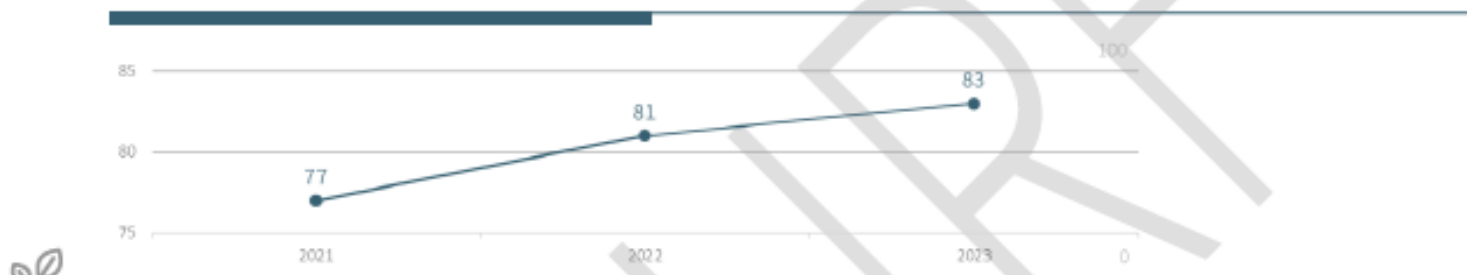


83/100

SEHR GUT

imug rating wurde beauftragt, ein unabhängiges Nachhaltigkeitsrating für die Österreichische Postbus AG zu erstellen. Das Unternehmen, mit Sitz in Wien und einem Tochterunternehmen in Tschechien, ist Österreichs größtes Busunternehmen. Jährlich transportiert die Österreichische Postbus AG 135 Mio. Fahrgäste. Das Unternehmen ist eine Tochter der ÖBB-Personenverkehr AG – eine der drei operativen Teilgesellschaften unter dem Dach der ÖBB-Holding AG.

HISTORISCHE ENTWICKLUNG



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The United Nations Sustainable Development Goals (SDGs) form the basis for ÖBB's sustainability strategy.

Agenda 2030 “Transforming our world”



- The Sustainable Development Goals (“SDGs”) were adopted by the United Nations in **2015** as a universal **call to action** to
 - end poverty,
 - protect the planet and
 - ensure that all people live in peace and prosperity by 2030.
- A total of 17 SDGs with 169 targets were defined.
- The SDGs are **integrated**, meaning that they recognise that actions in one area have an impact on outcomes in other areas and that development must strike **a balance between social, economic and environmental sustainability**.

The ÖBB and Postbus sustainability reporting is carried out in accordance with the EU legal framework.

Corporate Sustainability Reporting Directive

Status: Standardisation of sustainability reporting through, among other things, integrated reporting (in the annual report), including auditing by auditors and electronic recording of key figures (machine-readable format), and **uniform reporting standards from the reporting year (FY) 2024** (in accordance with ESRS – European Sustainability Reporting Standard, June 2023).

In future: The Corporate Sustainability Reporting Directive (CSRD), which was published in June 2022 and came into force in December 2022, will **replace the NFRD from FY 2024** and defines new (lower) thresholds for mandatory application. The CSRD is currently being transposed into Austrian law via the NaBeG (Sustainability Reporting Act).

Application:

- Capital market-oriented companies with over 500 employees
 - Other large companies* starting from **1.1.2025** → **Postbus**
- **Option for group report:** The CSRD allows subsidiaries to be exempted from the reporting obligation, provided that the **parent company** assumes **the reporting obligation**. Postbus is therefore currently not required to prepare its own report.

* Non-capital market-oriented companies if they fulfil two of the following three criteria:
Balance sheet total > EUR 20 million, net sales > EUR 40 million, number of employees > 250

Taxonomy Regulation

Goal: The standardised reporting of sustainable economic activities (sales, CAPEX, OPEX) according to uniform criteria in line with 6 environmental goals with presentation of potential (taxonomy eligibility) and actual degree of fulfilment (taxonomy conformity).

The 6 environmental goals are as follows:

1. Climate protection, 2. Adaptation to climate change, 3. Sustainable use of water resources, 4. Transition to a circular economy, 5. Preventing pollution, 6. Protection of ecosystems and biodiversity.

Application: as of 1.1.2022 with simplified implementation as a transitional provision for the 2021/22 reporting years. Full applicability (across all 6 environmental objectives) with complete determination of taxonomy eligibility and conformity is not expected until **FY 2023 at the earliest**.

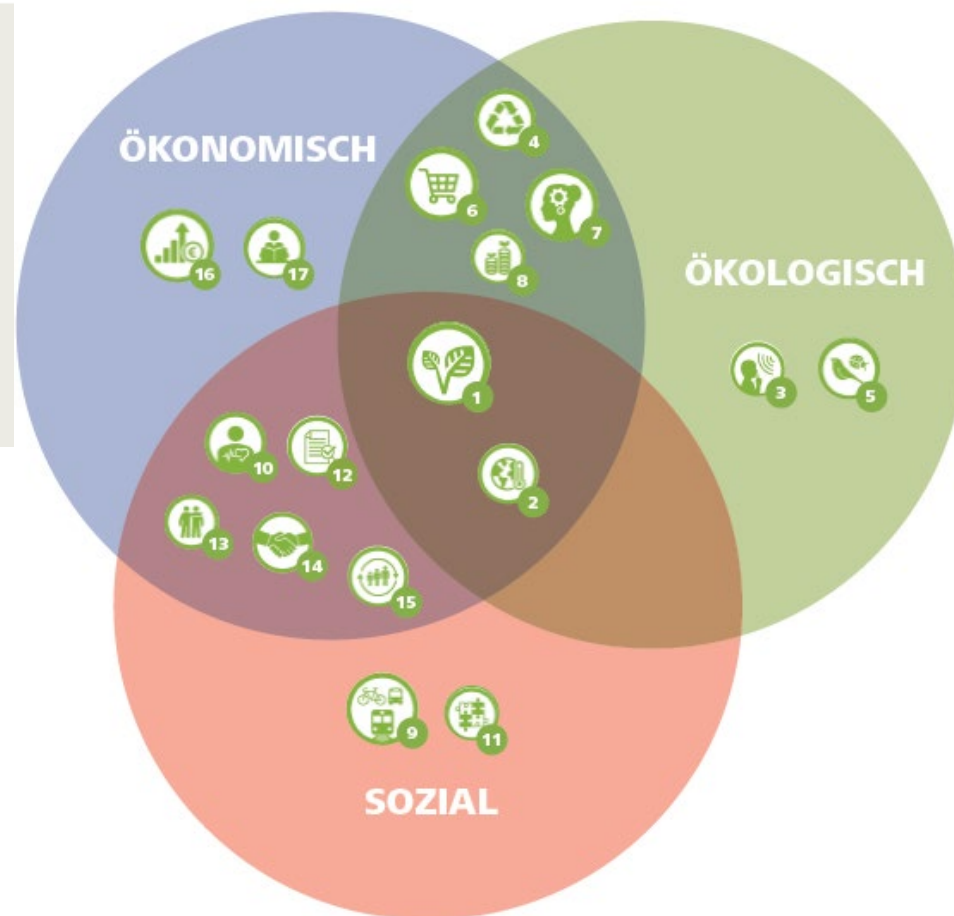
Status: Mandatory application **for all companies** that are obliged to publish sustainability reports in accordance with common standards (e.g. GRI) on the basis of the NFRD (Non-Financial Reporting Directive, implemented in the NaDiVeG).

In future: It can currently be assumed that the requirements of the CSRD (and therefore also the **Taxonomy Regulation**) apply to Postbus.

ÖBB has developed sustainability building blocks based on the 17 SDGs and prioritised them on the basis of a stakeholder analysis.

- | | |
|---|--|
| 1. Klimaschutz | 11. Vielfalt & Chancengleichheit |
| 2. Anpassung an den Klimawandel | 12. Compliance / transparente Berichte und Datenschutz |
| 3. Emissionen inkl. Lärm (exkl. CO ₂) | 13. Soziale Verantwortung & Kooperationen |
| 4. Ressourcenmanagement, Abfall, Fläche/Boden | 14. Verlässlicher & attraktiver Arbeitgeber |
| 5. Artenvielfalt & Biodiversität | 15. Generationenwandel |
| 6. Nachhaltige Beschaffung | 16. Wirtschaftsmotor, wertschöpfende Investitionen & zukunftsfähige Finanzierung |
| 7. Innovation & Technologie | 17. Aus- und Weiterbildung |
| 8. Green Finance | |
| 9. Leistbares und zugängliches Mobilitätsangebot (PV) | |
| 10. Gesundheit / Safety / Security | |










Wirkungsdimensionen



ÖBB's 17 sustainability building blocks (1/2)

 Klimaschutz	 Anpassung an den Klimawandel	 Emissionen inkl. Lärm (exkl. CO₂)	 Ressourcenmanagement, Abfall, Fläche & Boden
<ul style="list-style-type: none"> ✓ CO₂-neutraler ÖBB Mobilitätssektor bis 2030 ✓ CO₂-Neutralität im Konzern 2040 bis 2050 ✓ Weitere Verkehrsverlagerung durch Attraktivierung des Systems und Kapazitätsausbau, sowohl durch konventionellen Ausbau als auch durch Einsatz neuer Technologien 	<ul style="list-style-type: none"> ✓ Auf die Folgen des Klimawandels vorbereitet sein ✓ Möglichst geringe Beeinträchtigungen für Kundinnen und Kunden im Zuge der Erbringung von ÖBB Mobilitätsdienstleistungen ✓ Möglichst geringe Beeinträchtigungen für Mitarbeiterinnen und Mitarbeiter bei der Dienstausübung 	<ul style="list-style-type: none"> ✓ <u>Lärmschutz</u>: Weitere Reduktion von Bahnlärm & Belastungen durch Erschütterungen / Vibrationen ✓ <u>Luftschadstoffe</u>: Verringerung von Luftschadstoffen im Verkehr und aus stationären Quellen sowie Minimierung von Staub- bzw. Feinstaubbelastungen ✓ Minimierung von <u>Lichtverschmutzungen</u> unter Berücksichtigung des sicheren Bahnbetriebs, Reduktion der Einwirkung <u>elektromagnetischer Felder</u> auf Betroffene (Mitarbeiter, Kunden und Anrainer) 	<ul style="list-style-type: none"> ✓ Rohstoffe/Materialien bzw. Produkte effizient und nachhaltig einsetzen ✓ Chemische Stoffe / auch Schadstoffe so weit wie möglich verringern ✓ Abfall weitgehend vermeiden bzw. verursachte Abfallstoffe wiederverwenden bzw. gesetzeskonform behandeln/entsorgen ✓ Die effiziente Nutzung von Flächen/Boden/Wasser ✓ Kreislaufwirtschaft fördern
 Artenvielfalt & Biodiversität	 Nachhaltige Beschaffung	 Innovation & Technologie	 Green Finance
<ul style="list-style-type: none"> ✓ Die ÖBB führen ihre Strecken durch und in die Natur und sorgen für klimafreundliche Mobilität ✓ Um Artenvielfalt und Biodiversität zu schützen, werden Maßnahmen zur Erhaltung der biologischen Vielfalt gesetzt und teilweise neue Lebensräume geschaffen ✓ Umgang mit Pflanzenschutzmittel 	<ul style="list-style-type: none"> ✓ Verstärkten Fokus auf ökologische Nachhaltigkeit bei den Beschaffungen legen ✓ Mit Green Procurement können die ÖBB einen wesentlichen Beitrag bei der Gestaltung einer nachhaltigen Zukunft leisten. 	<ul style="list-style-type: none"> ✓ Emissionsreduktion und Ressourceneffizienz durch Innovation mit dem Ziel der Steigerung von Produktivität und Qualität der Produkte ✓ Kapazitätserhöhung durch Nutzung neuer Technologien zur Ermöglichung von weiteren Verkehrsverlagerungen 	<ul style="list-style-type: none"> ✓ Weitgehend auf die immer stärker wachsenden Herausforderungen des Finanzmarktes vorbereitet sein ✓ ESG Ratings für die am Markt finanzierenden ÖBB Gesellschaften* proaktiv aufzusetzen. ESG steht für Environment (E), Sustainability (S), Governance (G).

ÖBB's 17 sustainability building blocks (2/2)

 Leistbares und zugängliches Mobilitätsangebot	 Gesundheit/ Safety/Security	 Vielfalt & Chancengleichheit	 Compliance/ transparente Berichte und Datenschutz	 Soziale Verantwortung & Kooperationen
<ul style="list-style-type: none"> ✓ Gestaltung von leistbaren und einfach zugänglichen Mobilitätsdienstleistungen ✓ Öffentliche Daseinsvorsorge durch sicheres, pünktliches und zuverlässiges Leistungsportfolio ✓ Investition in „Barrierefreie Angebote & Services“ ✓ Entwicklung und Ausweitung integrierter Mobilitätsangebote 	<ul style="list-style-type: none"> ✓ ÖBB Sicherheitsstrategie (Safety und Security) ✓ Gesundheitsmanagement und Arbeitnehmerschutz 	<ul style="list-style-type: none"> ✓ Förderung Vielfalt im Gesamt-Personalportfolio ✓ Etablierung einer inklusiven Unternehmenskultur ✓ Ausweitung der Frauenförderungsprogramme ✓ Programme zur Vereinbarkeit von Beruf & Familie ✓ siehe Diversity-Strategie, Charta 2023 sowie Verhaltenskodex 	<ul style="list-style-type: none"> ✓ Optimierung Verhalten & Regelkonformität ✓ Compliance als Bestandteil der ÖBB-Unternehmens Kultur 	<ul style="list-style-type: none"> ✓ Vielfältiges gesellschaftliches Engagement mit Fokus auf Umweltschutz, Bildungs- und Integrationsprojekte sowie humanitäre Hilfe ✓ Nationale und internationale Kooperationen und Mitgliedschaften mit langjährigen und vertrauensvollen Partnern
 Verlässlicher & attraktiver Arbeitgeber	 Generationenwandel	 Wirtschaftsmotor, wertschöpfende Investitionen & zukunftsfähige Finanzierung	 Aus- und Weiterbildung	
<ul style="list-style-type: none"> ✓ ÖBB als Arbeitgeber mit langfristigen Unternehmenszielen und zuverlässiger Ausrichtung ✓ ÖBB mit vielfältigen, nachhaltigen Jobangeboten („Jobs mit Sinn“) sowie breiten Aus- und Weiterbildungsmöglichkeiten ✓ ÖBB als größter Lehrlingsausbilder (inkl. Trainees) Österreichs 	<ul style="list-style-type: none"> ✓ Wissenstransfer als zentrales Thema des Generationenwandels ✓ Sicherung von erfolgskritischem Wissen ✓ Optimierung der Nachbesetzung der Stelle nach Weggang ✓ Arbeit und Alter: Altersgerechte Arbeitszeitmodelle 	<ul style="list-style-type: none"> ✓ Absicherung Investitionen in das System Bahn ✓ Nutzung Klima als strategische Wachstumschance ✓ Berücksichtigung von „Green Finance“ ✓ Bahninvestitionen sichern Wirtschaft Standorte und Arbeitsplätze 	<ul style="list-style-type: none"> ✓ Bedarfsorientierte Aus- und Weiterbildung ✓ Implementierung Digitalisierung in neue Arbeitswelten („New Work“) ✓ ÖBB-Akademie ✓ Bildungszentrum Eisenbahn ✓ Ausbau der Kooperationen mit FH / UNIs 	

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The timetable and bus fleet cannot be influenced by Postbus – the decision lies with the federal states.

Lever for mobility change: the timetable

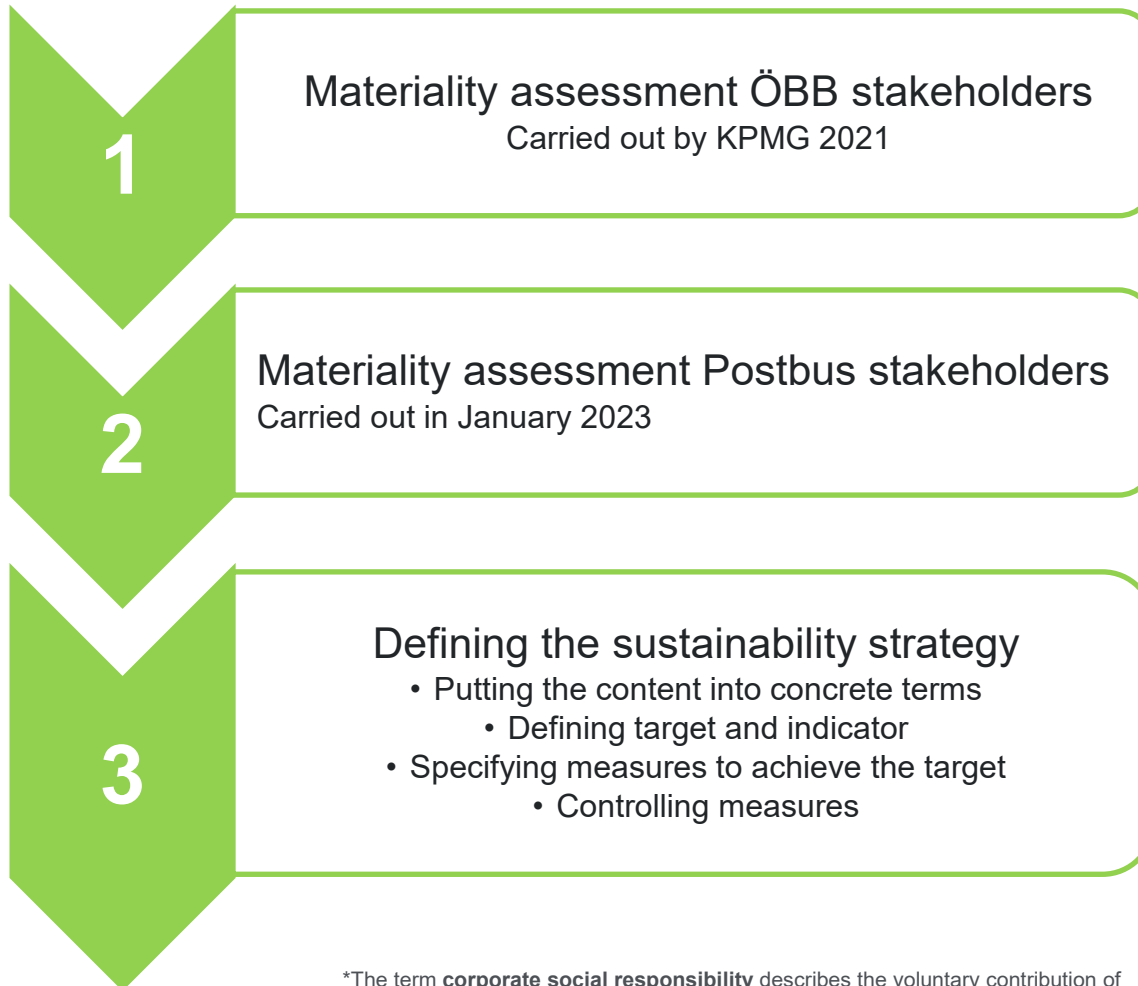
- Since 2015 (start of the tenders), the **range and development** of regional bus services has been determined exclusively by the transport associations and the federal states.
- Postbus has **no influence** on the service **frequency, service design** (routing) and **availability** of the service (days, times).
- Sales and marketing are also the sole responsibility of the transport associations on the basis of the tenders.
- All transport associations work with gross contracts = NO incentive for bus companies to attract more passengers.
- Bus companies have a great deal of expertise and experience in designing attractive transport services. They are currently not allowed to use this expertise for the transport transition.

Lever for improving transport: the bus fleet

- **Which buses** are to be used in regional bus services is determined exclusively by the transport associations or the federal states and has been since 2015 (start of the tenders).
- If Postbus were to independently opt for emission-free buses, there would be a risk of contractual penalties for non-fulfilment of the transport service contract (up to premature termination of the contract).
- The **Clean Vehicles Directive** and the Road Vehicle Procurement Act (SBFG) are **neutralised** by early tendering **until the end of 2025** and do not generate any pressure.
- So far, there have only been isolated tenders for bus routes with e-buses. **Even in 2023, diesel buses** were required in **almost all** tenders
- Conversion would also be possible in principle for existing contracts, but has only been done once so far in Vorarlberg.

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The path to the Postbus sustainability strategy and why stakeholder involvement is important.

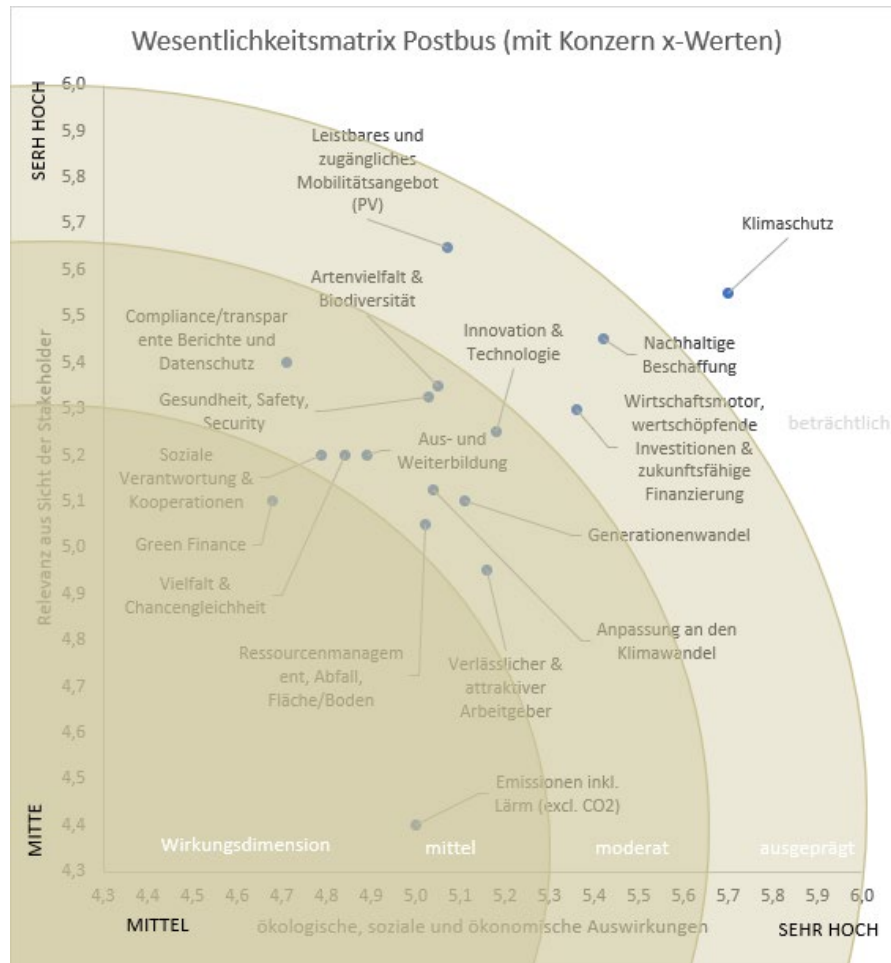


*The term **corporate social responsibility** describes the voluntary contribution of business to sustainable development that goes beyond legal requirements. (Wikipedia)

Stakeholders play a **central role in corporate social responsibility (CSR)***, as they can assess the social and environmental impact of a company from their perspective. Often, they are also directly affected by the impacts.

Stakeholder participation is therefore crucial for CSR. At the same time, this boosts a company's innovative strength. It also reduces risks and contributes to the stability of the company. If a company opens up to its stakeholders, it takes them seriously and acts according to their needs. As a result, many people benefit from this approach.

ÖBB stakeholders see the affordable and accessible mobility offer and climate protection as the most relevant issues for Postbus.



Topic	Value
Affordable and accessible mobility services	5.65
Climate Protection	5.55
Sustainable Procurement	5.45
Compliance/transparent reports and data protection	5.40
Biodiversity & species diversity	5.35
Health, safety, security	5.33
Economic engine, value-creating investments & sustainable financing	5.30
Innovation & technology	5.25
Social responsibility and collaboration	5.20
Diversity & equal opportunities	5.20
Training and further development	5.20
Adaptation to climate change	5.13
Generational change	5.10
Green Finance	5.10
Resource management, waste, land/soil	5.05
Reliable & attractive employer	4.95
Emissions incl. noise (excl. CO ₂)	4.40

Postbus internal stakeholders see climate protection and adaptation to climate change as the most relevant issues for Postbus

17 Bausteine abgeleitet aus Wesentlichkeitsanalyse		gewichtetes Wählen																			
1	Klimaschutz	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
2	Anpassung an den Klimawandel	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
3	Emissionen inkl. Lärm (exkl. CO2)	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
4	Ressourcenmanagement, Abfall, Fläche & Boden	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
5	Artenvielfalt & Biodiversität	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
6	Nachhaltige Beschaffung	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
7	Innovation & Technologie	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
8	Green Finance	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
9	Leistbares und zugängliches Mobilitätsangebot	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
10	Gesundheit/Safety/Security	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
11	Vielfalt & Chancengleichheit	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
12	Compliance/transparente Berichte und Datenschutz	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
13	Soziale Verantwortung & Kooperationen	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
14	Verlässlicher & attraktiver Arbeitgeber	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
15	Generationenmanagement	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
16	Wirtschaftsmotor, wertschöpfende Investitionen & zukunftsfähige Finanzierung	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
17	Aus- und Weiterbildung	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■



- Each respondent (Board of Directors and all division managers) was able to assign **relevance points from 1** (irrelevant) **to 10** (very relevant) for each building block as part of a digital survey on 26 January 2023.
- This was used to calculate an average for an overall result.

By improving our fleet, we are making the most effective contribution to achieving our goal of carbon neutrality by 2030, focussing on building blocks **1 (climate protection)** and **7 (innovation and technology)** of the Group's sustainability strategy. A particular focus is also on converting the **heating systems** at our sites and installing **photovoltaic** systems on the roofs of Postbus sites.

Objective 1: Reduction of GHG emissions

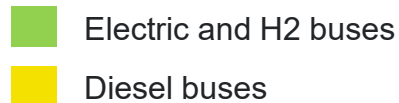
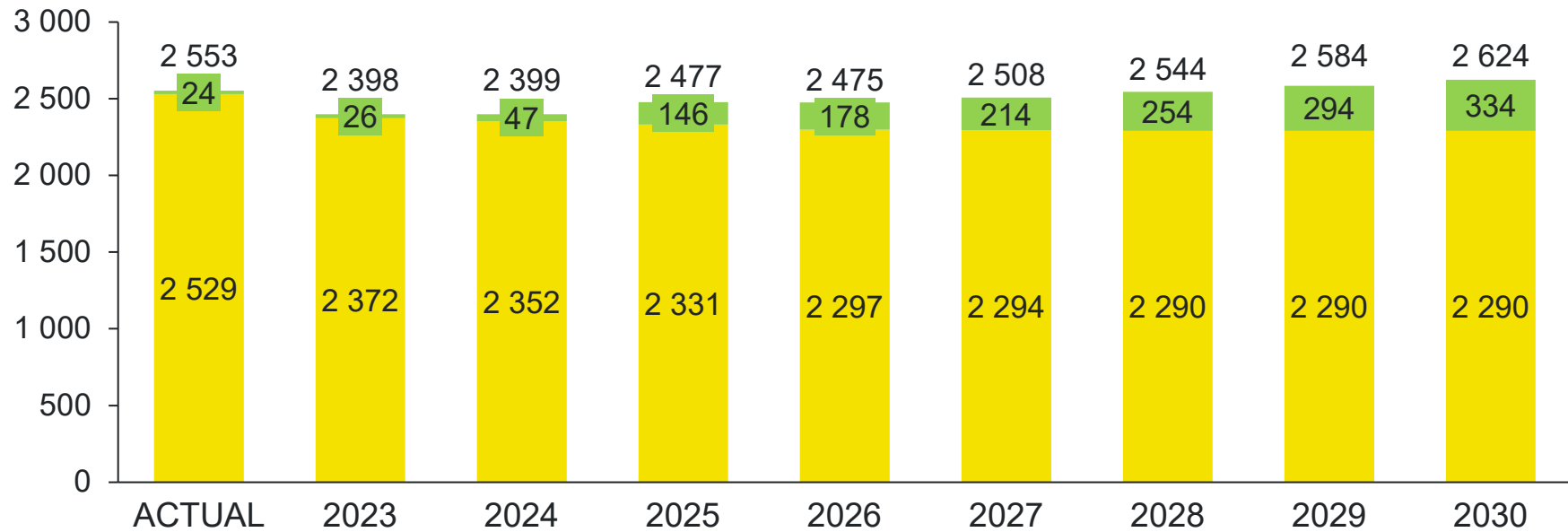
Measures:

- Pathway to decarbonisation of the fleet (Conversion to alternative drive systems)
- Conversion of heating systems at Postbus sites to renewable energy + switching from gas/oil to district heating
- Installation of photovoltaic systems on the roofs of Postbus sites

Key indicators:	Target 2025	Target 2028	Target 2030
Number of buses with alternative drive systems	146	254	334
Diesel consumption/bus (in litres)	17,771	16,761	16,102
CO ₂ emissions/km (in g)	48.51	45.73	43.93
Use of renewable energy*	1.2 GWh	1.6 GWh	2.1 GWh

*Postbus AG's total three-phase power requirement is around 4.1 GWh

The development of the Postbus fleet until 2030



* Forecast as of November 2023

Side notes: The Clean Vehicles Directive focuses primarily on inner-city bus transport.

Inhalt der CVD IV

Ausnahmen (unterliegen nicht der Quote) – Fortsetzung

- fahrbare „Arbeitsmaschinen“ die bauartbedingt nicht für Personen- oder Gütertransport geeignet sind (zB Schneepflüge, sonstige Straßeninstandhaltungsfahrzeuge) **ABER**: Müllsammelfahrzeuge sind erfasst!
- beschussgeschützte Fahrzeuge
- Krankenwagen
- Leichenwagen
- rollstuhlgerechte Fahrzeuge
- Mobilkräne
- Überlandbusse (Busse für mehr als 22 Personen und hauptsächlich Sitzplätzen bzw. Busse für weniger als 22 Personen und ausschließlich Sitzplätzen) – s. Feld J des Zulassungsscheines

© Michael Fruhmann 2020

Source: Presentation “The CVD and its impact on Austria” by Dr Michael Fruhmann, BMJ at the special day “Transport transition”, 15/09/2020

*In accordance with Article 3(2) and (3) of Regulation (EU) 2009/661

- The Clean Vehicles Directive mainly affects **urban transport**. As intercity buses* are excluded from the scope of the CVD, large parts of regional bus services in Austria are not covered.
- Regardless of the CVD, **Postbus is endeavouring to drive forward the expansion of alternative drive systems**. So far, this has only been successful in isolated projects such as in Vorarlberg and Carinthia.

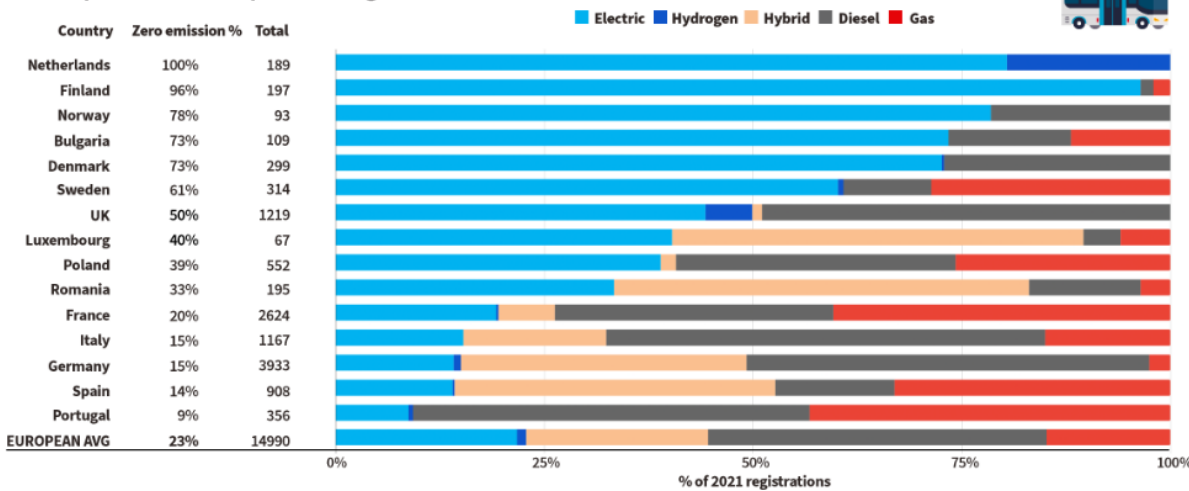
CVD fact box

- **Minimum quota by 2025: 45%** } of which 50%
by 2030: 65% } are zero-emission
- **Definition of clean vehicles:**
E-buses, hydrogen buses, biofuels, natural gas (CNG, LNG, LPG), biomethane, synthetic and paraffinic fuels)

Emission-free buses: Many EU countries are already switching to alternative drive systems, especially in urban areas...

Zero emission urban buses: who leads?

Top of the European league table



Scope: new urban buses registered in 2021 with GVW above 8t. Trolley buses are not included but make up a small amount of annual registrations (71 in 2021). Zero emission buses include battery electric ('electric' here) and hydrogen fuel cell ('hydrogen' here)
Source: Chatrou CME Solutions, 2021 market data

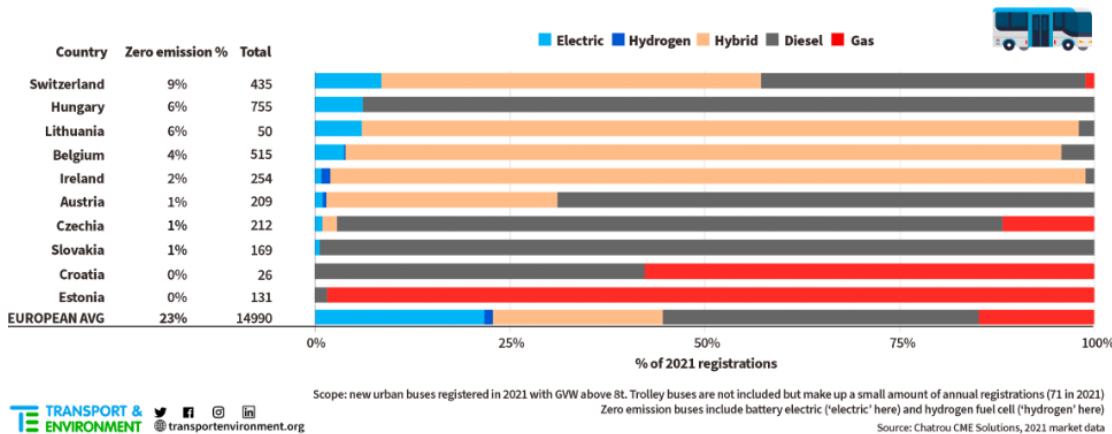
- The use of buses with alternative drive systems is developing only very slowly in the EU. **In 2018**, less than **2%** of all buses with alternative drive systems were on the road across Europe (e-buses and H2 buses).
- **In 2021, all newly registered city buses in the Netherlands were emission-free.** Other countries are also catching up, in particular Bulgaria, Denmark and Finland, countries in which more than 70% of new buses were e-buses last year.
- Towns and cities are phasing out fossil fuels faster than regions – usually starting with their own fleets.

Source: Transport & Environment, NGO

...only Austria is still lagging massively behind!

Zero emission urban buses: who's falling behind?

Bottom of the European league table

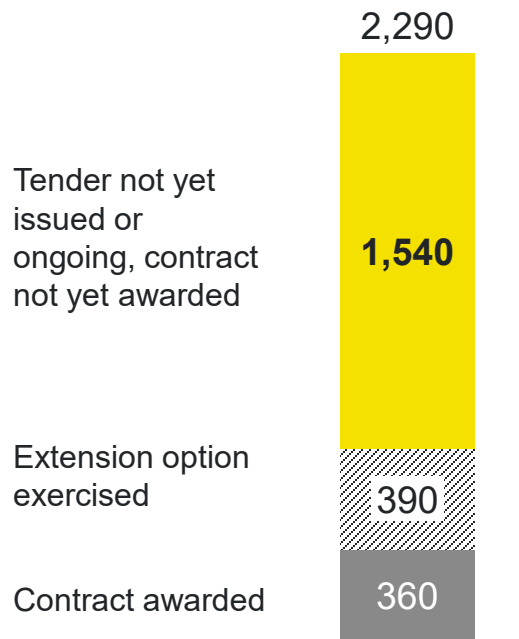


Source: Transport & Environment, NGO

- Transposing the CVD, the Road Vehicle Procurement Act (SFBG) came into force at the end of July 2021
- Transport associations and urban areas have initiated procurement procedures by the end of July 2021 to avoid falling within the scope of the SFBG.
- Postbus currently only has 18 e-buses (11 in Lower Austria, 4 in Vorarlberg, 1 in Carinthia, 1 in Styria and 1 ski bus in Salzburg) and 5 H2 buses (in Carinthia) in operation.
- However, there is now a concrete large-scale project in Vorarlberg to convert over 100 diesel buses to e-buses by 2025.
- In Tyrol, major tenders are now being issued for e-buses, and a project to convert to e-buses is also underway in Salzburg.
- In Carinthia, the H2 fleet is to be increased to up to 40 H2 buses over the next few years.

The Postbus fleet will not be emission-free by 2030, despite all the efforts made by Postbus.

Postbus fleet 2030



- Postbus already has a number of transport service contracts that **run until 2030**. According to these contracts, **360** diesel buses will still be in use in 2030 (around 15.7% of the Postbus fleet).
- Some transport service contracts can be extended until 2030 under an option. If all **extension options** are exercised, Postbus would have a further 390 diesel buses in operation in 2030 in accordance with the contract – a total of **750** buses (around 32% of the Postbus fleet).
- In view of this situation, **emission-free mobility** in bus transport **by 2030** no longer appears achievable.
- It should also be noted that the current **EBIN subsidy is not sufficient** to convert all regional buses.
- In addition, **not all bus models used or required** for regional bus services are yet available on the manufacturer market **with alternative drive systems**. These, with significantly improved ranges, should be ready for the market in the next two years.

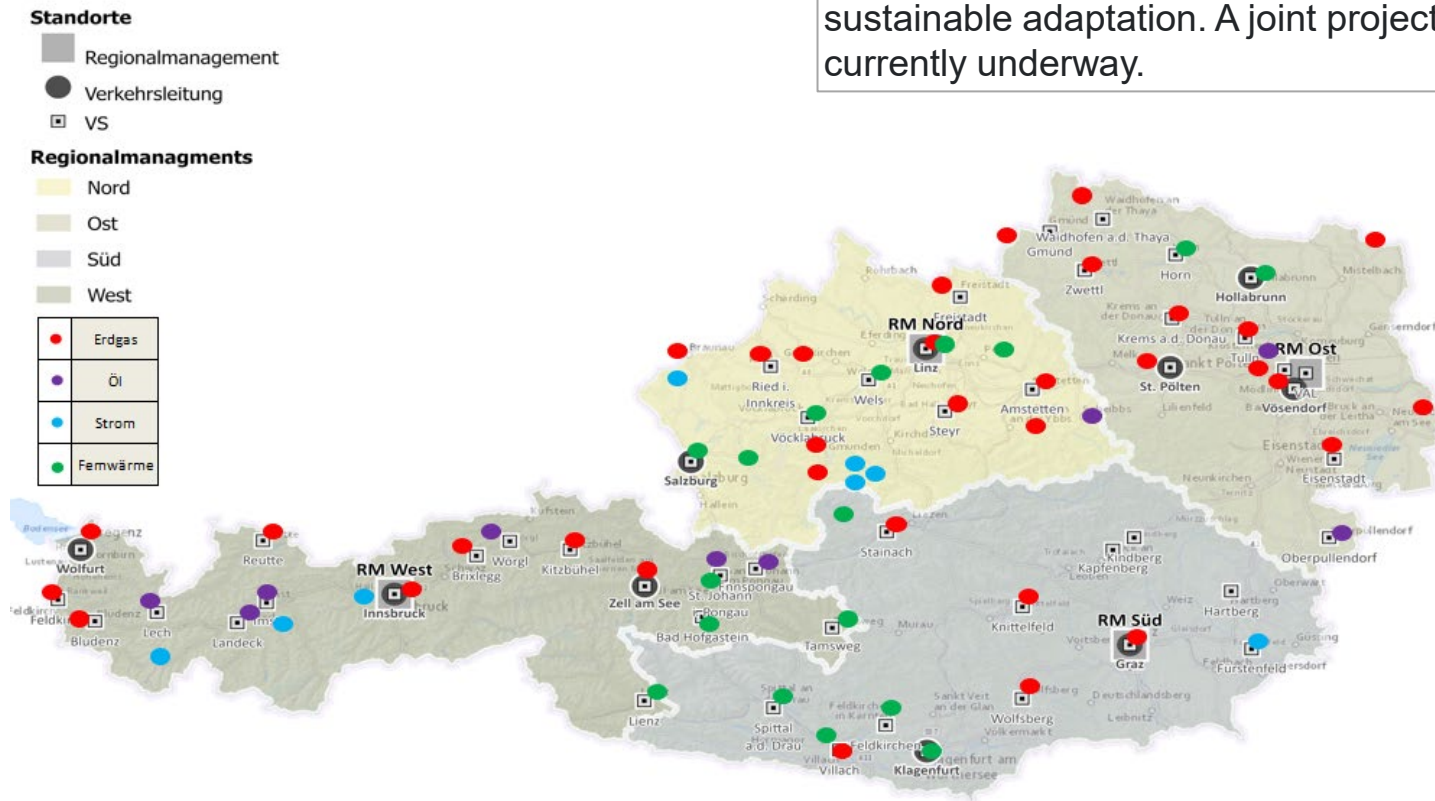
The conversion of the heating systems is intended to make the Postbus sites more energy efficient.

Status Quo

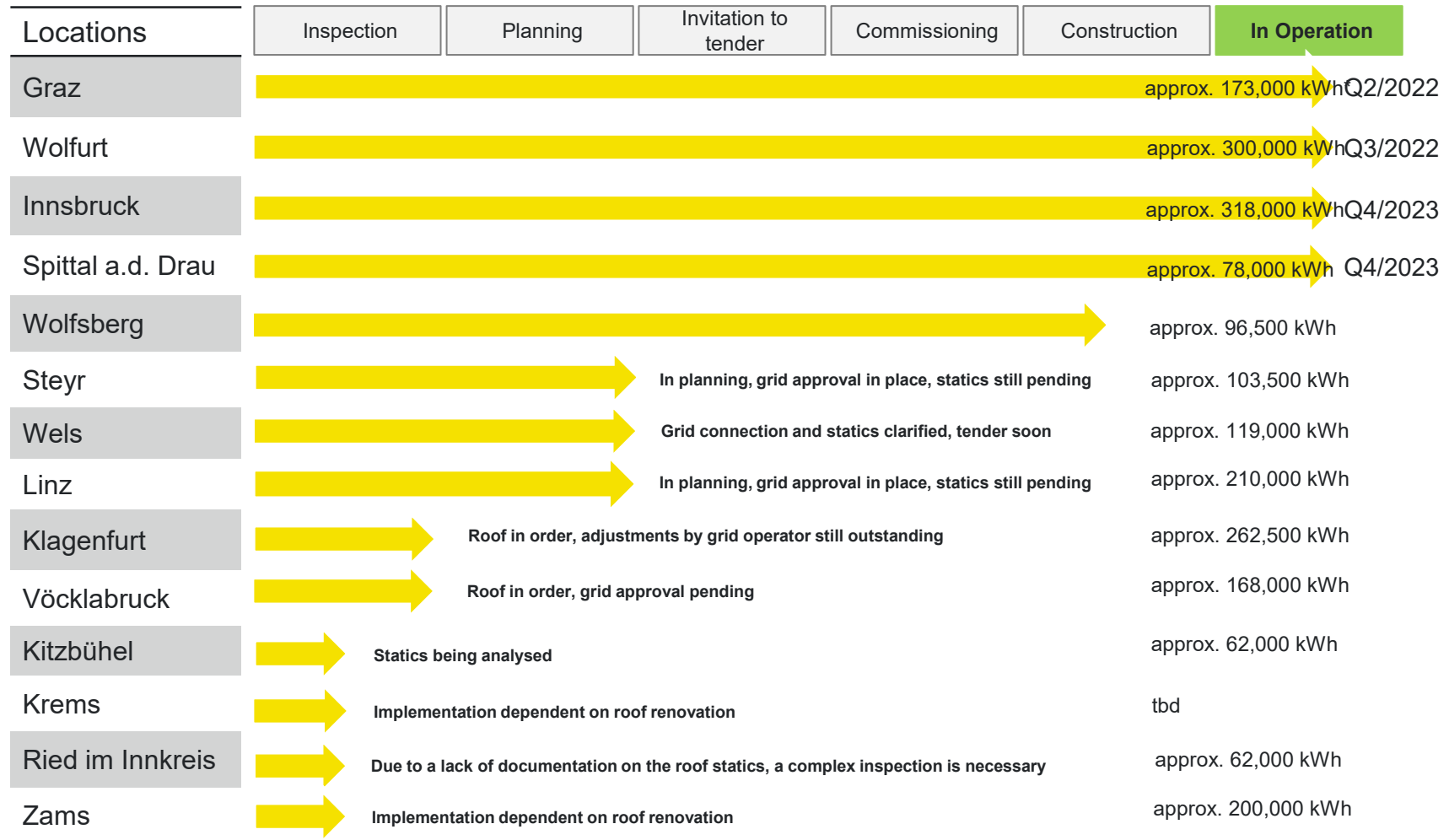
The majority of the 200 Postbus locations have gas or oil heating systems.

Goal: To improve the energy balance

Together with ÖBB Infra and ÖBB Immo, locations are being analysed for their energy efficiency and concepts and a timetable are being developed for sustainable adaptation. A joint project for this is currently underway.






Photovoltaic systems on the roofs of Postbus sites are intended to improve the energy mix (1/2).



* All values p.a. A 4-person household has an average consumption of around 4,000 kWh p.a.

Photovoltaic systems on the roofs of Postbus sites are intended to improve the energy mix (2/2).

Locations	Inspection	Planning	Invitation to tender	Commissioning	Construction	In operation
Amstetten	Open for viewing				tbd	
Freistadt	 Implementation dependent on roof renovation				approx. 168,000 kWh	
Hollabrunn	Open for viewing				tbd	
Horn	Open for viewing				tbd	
Lienz	 Statics being analysed				approx. 105,000 kWh	
Neusiedl am See	Open for viewing				tbd	
Salzburg	 Implementation dependent on roof renovation				approx. 800,000 kWh	
St. Pölten	Open for viewing				tbd	
Waidhofen/Ybbs	Open for viewing				tbd	
Zell am See	Open for viewing				tbd	

* All values p.a. A 4-person household has an average consumption of around 4,000 kWh p.a.

Postbus wants to consolidate its position as an attractive employer.

As an employer in Austria, we want to be perceived as particularly responsible and reliable and do everything we can to provide our employees with the **conditions** they need to fulfil our social mission. We focus on building blocks **14 (reliable and attractive employer)**, **11 (diversity and equal opportunities)** and **17 (training and development)**.

Objective 1: High employee satisfaction

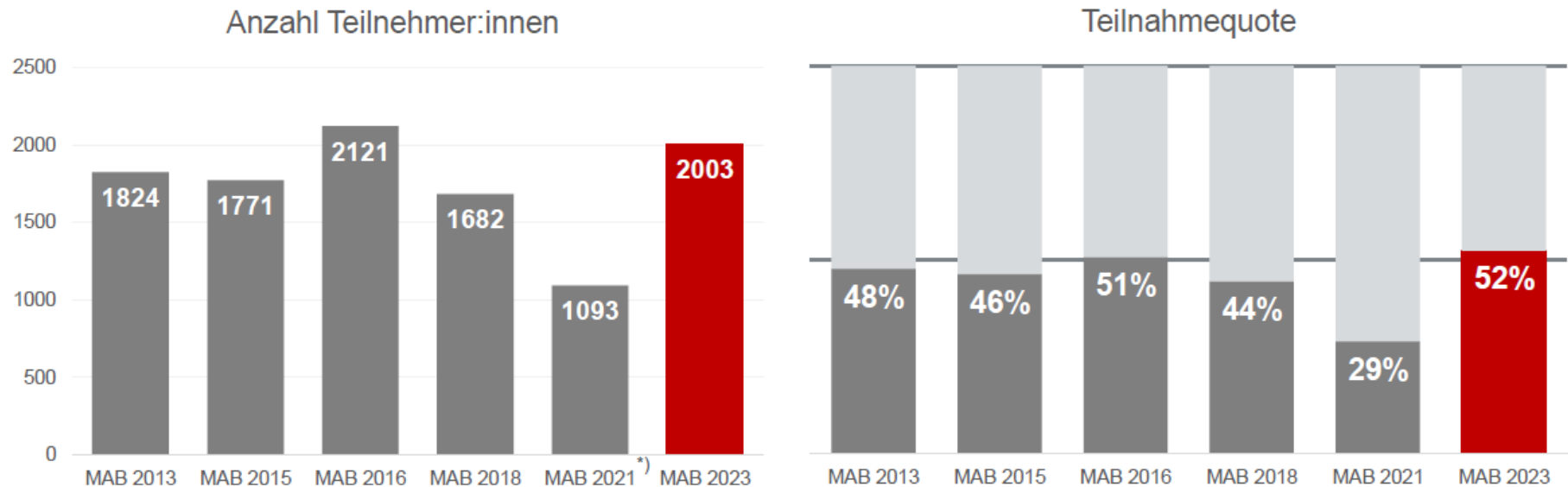
Measures:

- Roll out of a buddy scheme as part of the onboarding system to reduce high staff turnover
- Intercultural workshops to promote and ensure diversity in the company; knowledge transfer coaches to manage generational change
- Ensuring that needs are met: Reporting for all transport managers on how many FTEs/month are planned.
- Reducing staff turnover: In 2024, measures from the 2023 employee survey are to be developed and implemented
- Targeted training measures: The specific plan for 2024 is for all Postbus employees to complete ÖBB sustainability training and for all managers to undergo further training in the area of diversity & inclusion

Key indicators:	Target 2025	Target 2028	Target 2030
Total percentage of women as at 31.12. (FTE)	13.4%	18%	19%
% Female management bodies as at 31.12. (FTE)	11.1%	14.8%	18.5%
Employee turnover in the FY as at 31.12. (FTE)	14.8%	13.9%	13%
Training hours per employee/year	10.5	11	11.5
Employee satisfaction index	72 points	74 points	78 points
Occupational accident rate (ASX index)	13.9	13.1	12.6

A postbus all-time high of 52% participation was achieved in the 2023 employee survey.

Nach einem Einbruch bei der Beteiligung 2018, der aus dem Wegfall des Zeitguthabens für das Ausfüllen resultierte und 2021 aufgrund des Wegfalls des Papierfragebogens, konnte bei der **Mitarbeiter:innenbefragung 2023** mit **52 %** die **höchste Beteiligung aller bisherigen Befragungen** erreicht werden!



^{*)} Seit 2021 wird die Mitarbeiter:innenbefragung für alle im gesamten Konzern nur mehr online durchgeführt.

4 Gliederung des Fragebogens und der Auswertung

Themen



IDENTIFIKATION

Loyalität



Globale
Zufriedenheit



Motivation



Image



**ARBEITS-
ZUFRIEDENHEIT**



Unternehmen



Information



Tätigkeit



Führung



Arbeitsklima



Perspektiven



Vereinbarkeit



ARBEITSFÄHIGKEIT
ab 2021

Gesundheit &
Lebensqualität



Führung



Zusammen-
arbeit



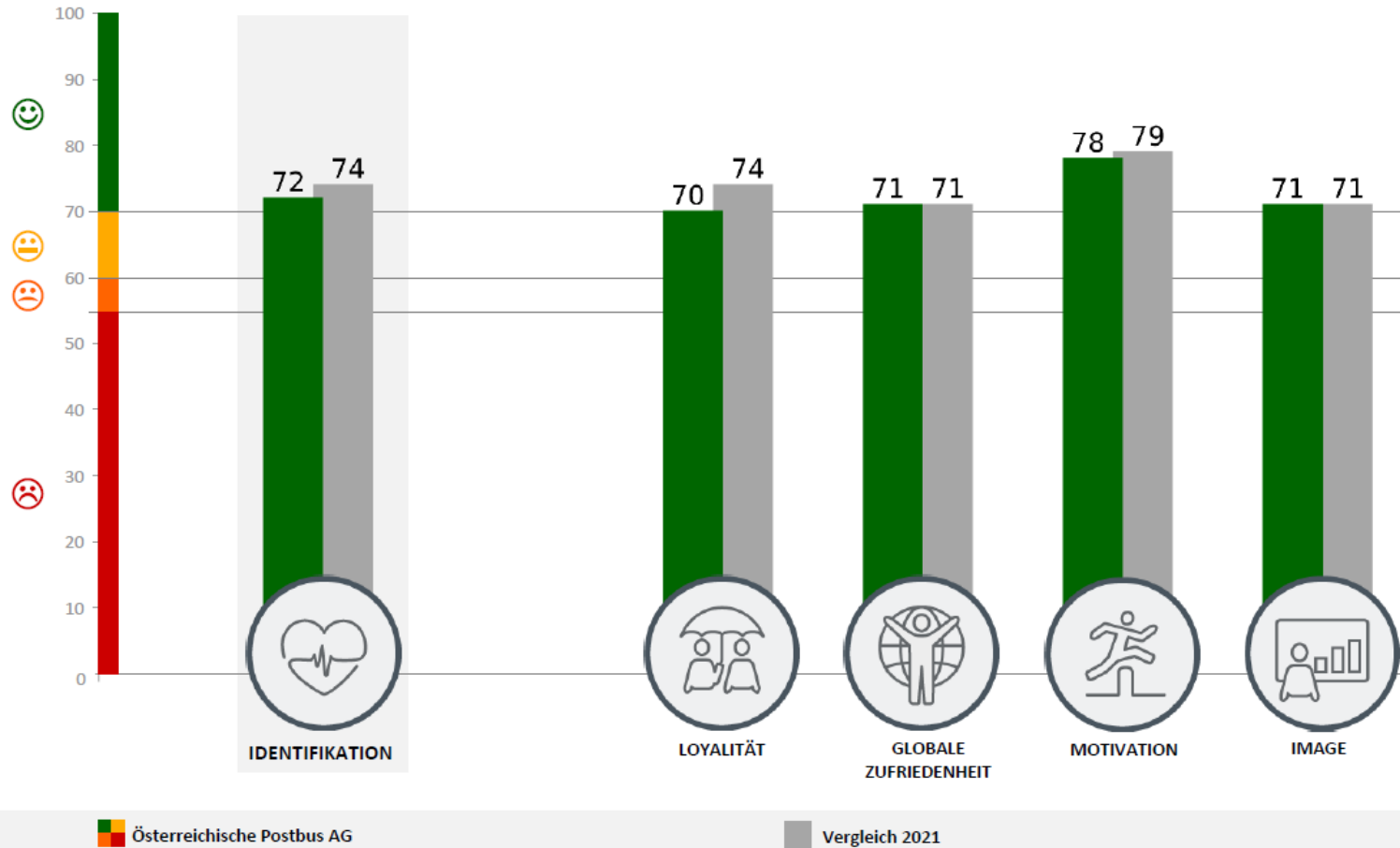
Sinnfindung &
Selbstwert



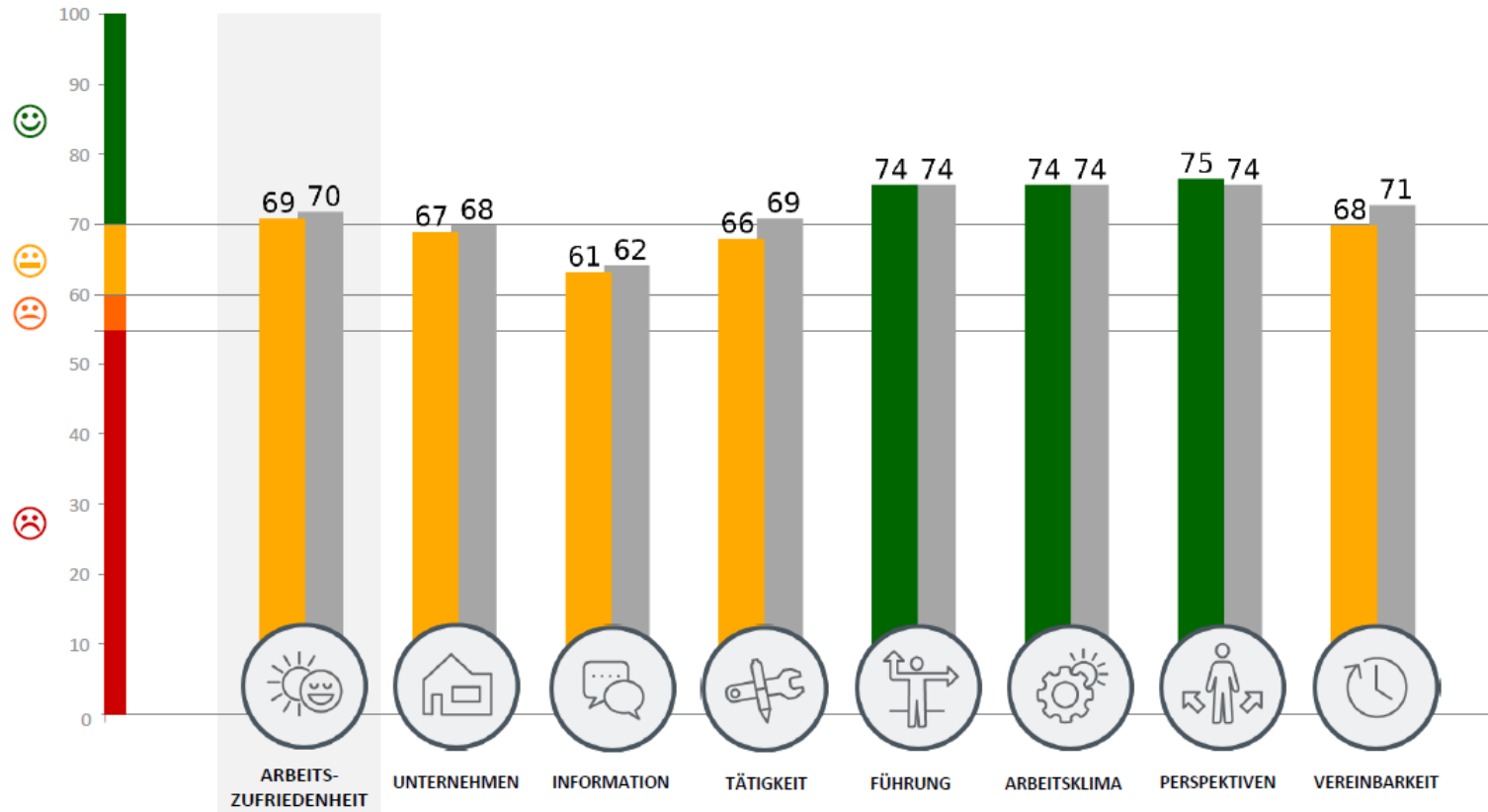
Arbeits-
bewältigung



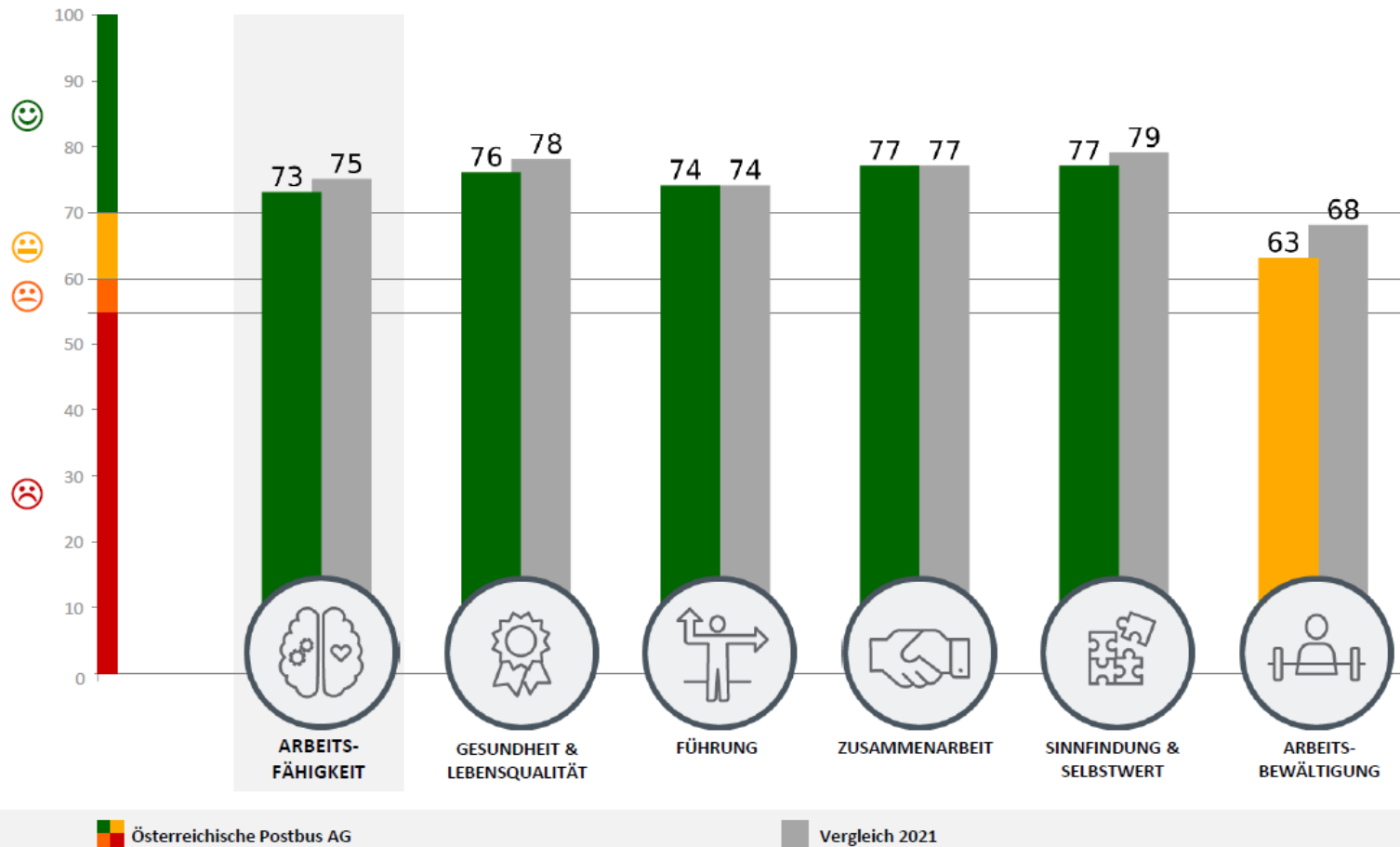
13 Identifikation | Zeitvergleich



22 Arbeitszufriedenheit | Zeitvergleich



44 **Arbeitsfähigkeit | Zeitvergleich**



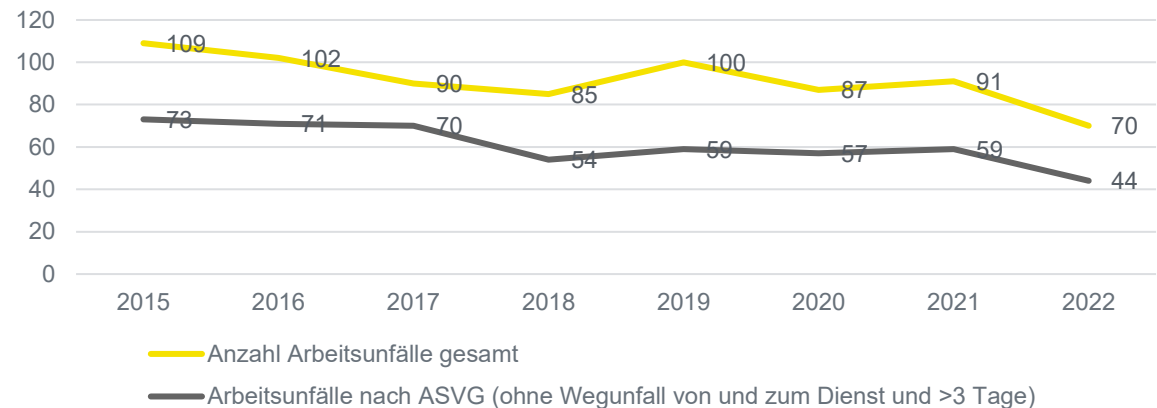
Occupational accidents fell significantly in 2022 – this trend should be maintained

Month:	2021													2021	Goal	2022													2022	Goal
	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	01-12	2021	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	01-12	2022		
Total number of occupational accidents	15	11	9	6	10	6	8	6	7	2	3	8	91		8	9	3	5	3	11	5	2	2	11	4	7	70			
Occupational accidents according to ASVG (excluding accidents travelling to and from work and >3 days)	13	6	4	3	6	4	7	6	2	0	2	6	59	< 49	4	7	2	3	1	6	4	1	1	8	2	5	44	< 46		
Number of occupational accidents without lost days (first aid accident)	0	0	1	1	0	0	0	0	0	1	1	1	5		1	1	0	1	0	2	0	0	0	0	1	1	7			
Number of occupational accidents with 1-3 days lost	2	0	2	1	1	2	0	0	2	0	0	0	10		1	0	1	0	1	1	1	0	1	1	0	0	7			
Road accidents	0	5	2	1	3	0	1	0	3	1	0	1	17		2	1	0	1	1	2	0	1	0	2	1	1	12			

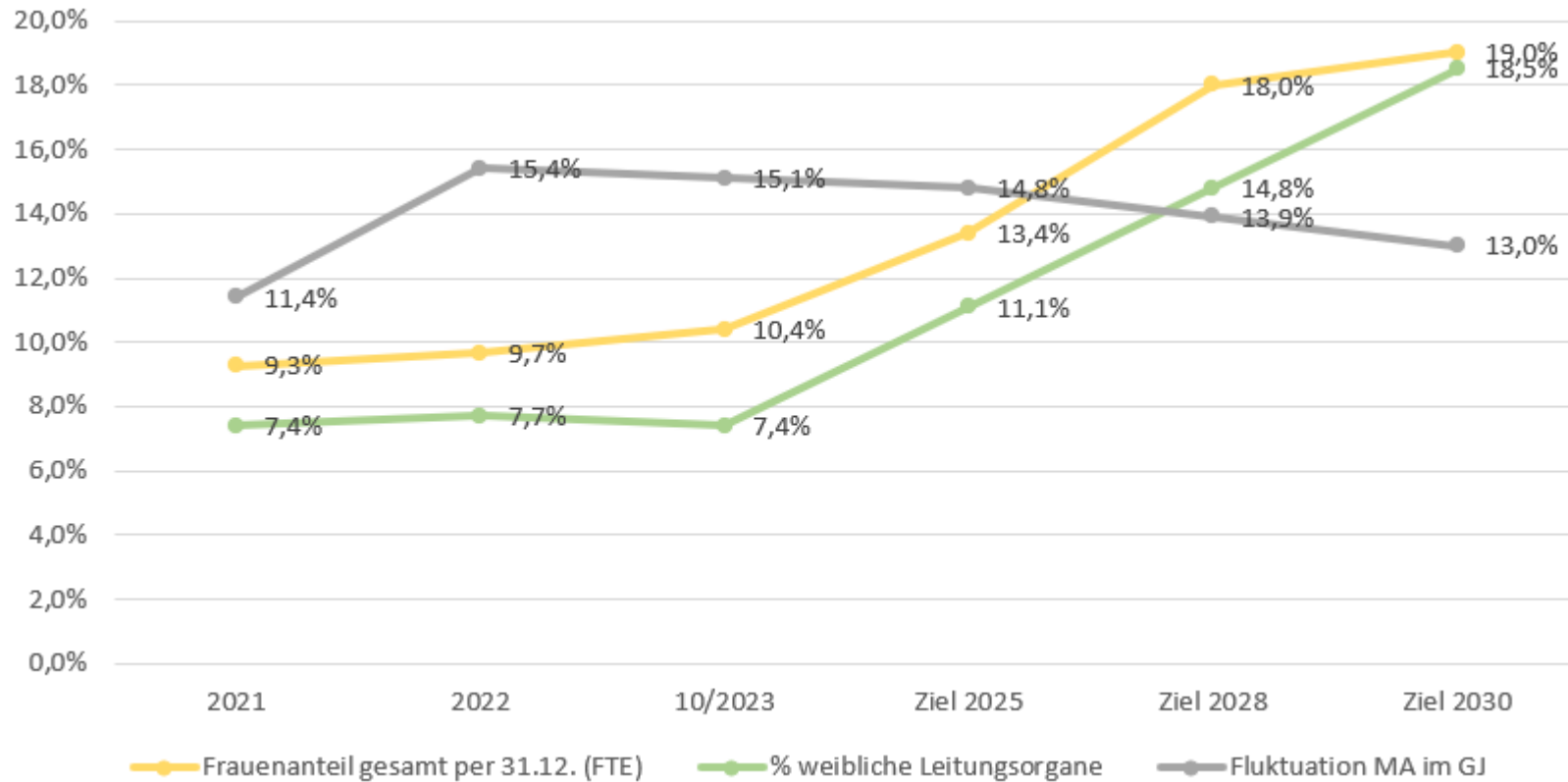
Year	2020	2021	2022
Month	01-12	01-12	01-12
Total	87	91	70
ASVG (General Social Security Act of Austria)	57	59	44

PB ASX (work safety index) current:
11.47
Objective ASX 2022 ≤: 13.60

Occupational accidents PB



The proportion of women at Postbus should increase continuously – staff turnover should gradually decrease.



Postbus wants to significantly expand and improve its micro public transport services.

In addition to improvements in our own company, we want to strengthen public transport and local value creation through our services. We are focussing on building blocks **9 (Affordable and accessible mobility services)** and **16 (Economic driver, value-adding investments & sustainable financing)** of the Group sustainability strategy. In 2023, investments increased significantly – partly due to delayed tenders and the associated vehicle procurements (EUR +44 million). Another reason are the additional **alternative drive systems** included in the budget year (43 e-buses and 15 H2 buses, around 22 million more investment required vs. diesel buses), around EUR +7 million compared to the previous year's planning.

Objective 1: Affordable and accessible mobility services

Measures:

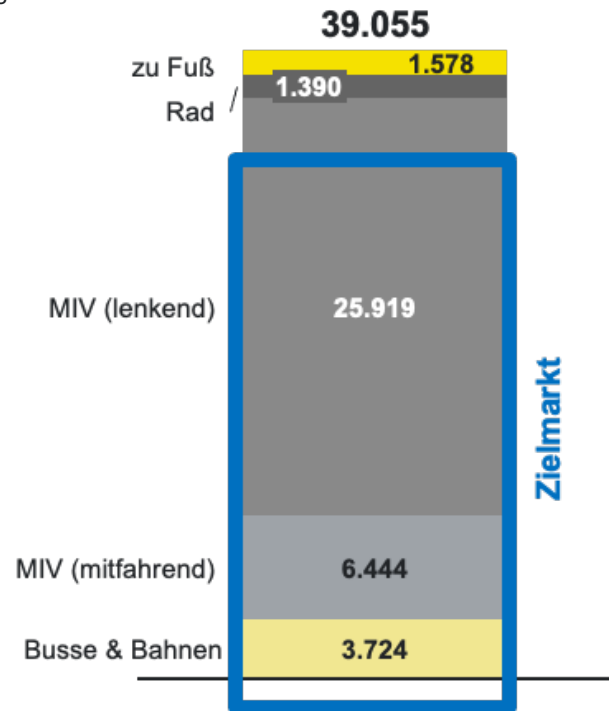
- Expansion of the public transport offer (Affordable and accessible mobility offer/9) – as explained, Postbus cannot influence the bus offer. It is therefore not possible to set a specific target for the expansion of bus services. Nevertheless, Postbus is endeavouring to promote the expansion of public bus transport and position itself as a strong partner of the transport associations through targeted stakeholder communication.
- Alternative and flexible mobility services – micro public transport (climate protection/1). The expansion of the Postbus Shuttle is being driven forward on an ongoing basis.
- Local value creation – Postbus is strongly rooted in rural regions (16), which is why the focus is clearly on maintaining the regional locations and, in the medium term, on their conversion and modernisation.

Key indicators:	Target 2025	Target 2028	Target 2030
Number of micro public transport projects	23	36	45
Number of municipalities served	106	158	194
Average micro-public transport occupancy rate	1.3	1.35	1.45

The micro public transport market in Austria comprises 44% of all journeys. The potential for a modal shift is enormous.

Passenger kilometres (pkm) in Austrian micro transport

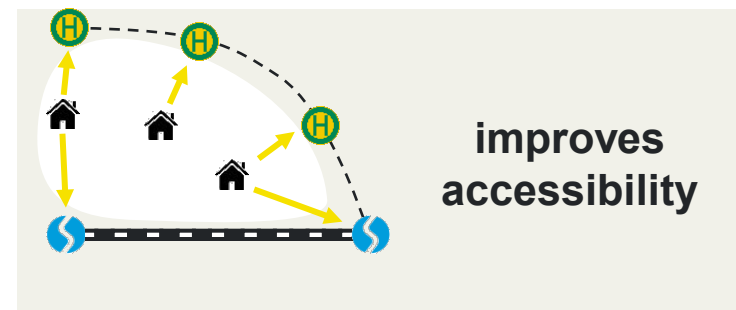
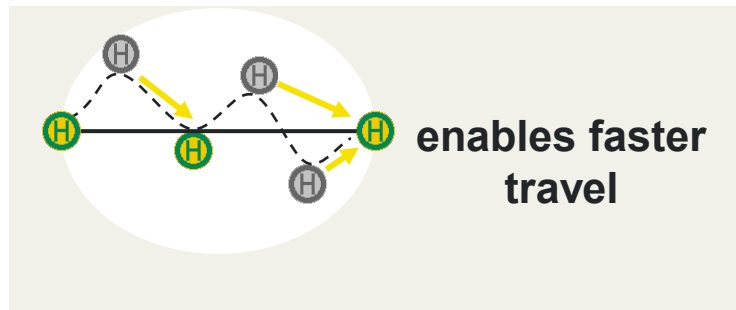
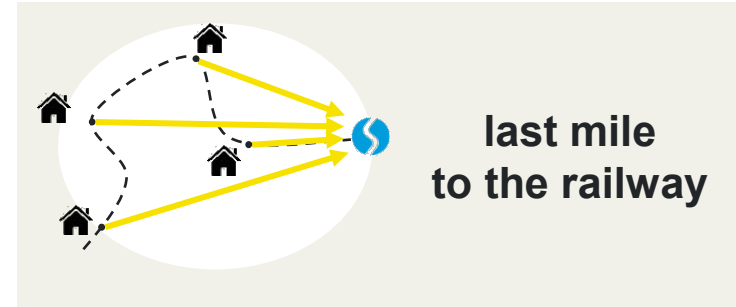
in million pkm, journeys <25km, excluding journeys to school, in peripheral and central regions



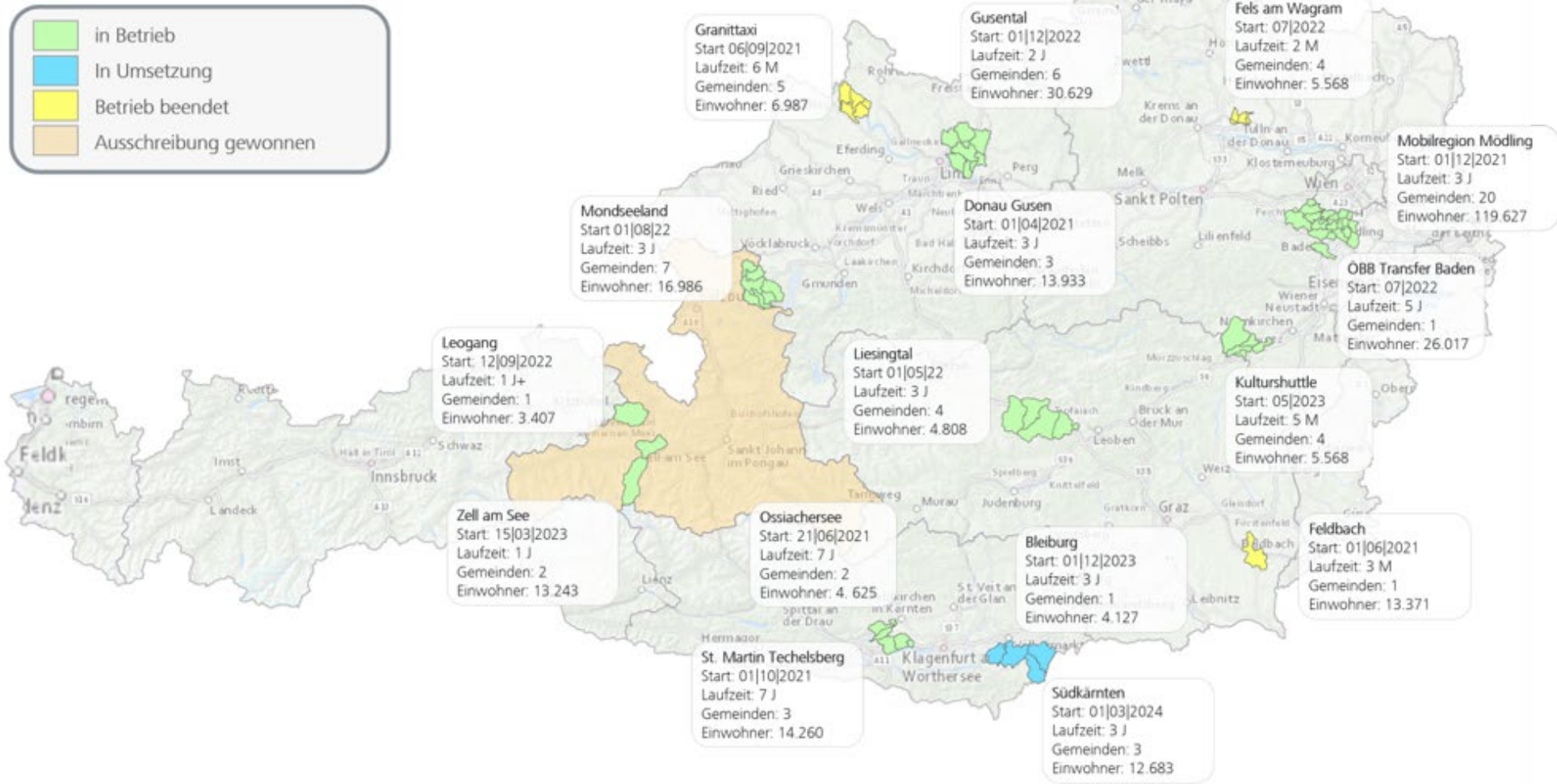
Source: Mobility survey 2017

- From the perspective of Postbus, **the micro public transport market** comprises all routes with a **journey length of <25 km** in urban, peri-urban or rural areas (excluding provincial capitals) – excluding school transport.
- The micro public transport market in Austria comprises **around 31% of the passenger kilometres travelled in Austria** (total: 128bn pkm p.a.) Looking at the number of individual journeys, the share rises to **44% of all journeys**.
- The majority of journeys – around 85% – are currently covered by motorised private transport (primarily cars). This is attractive due to its flexibility and relatively short journey times – however, high costs and limited access are arguments in favour of implementing alternatives. Cycling and walking are also substitutes, but there is often a lack of suitable infrastructure.
- The aim of Postbus** is to **shift as many people as possible** who are currently travelling short distances by car to micro public transport and thus **to public transport** in general.

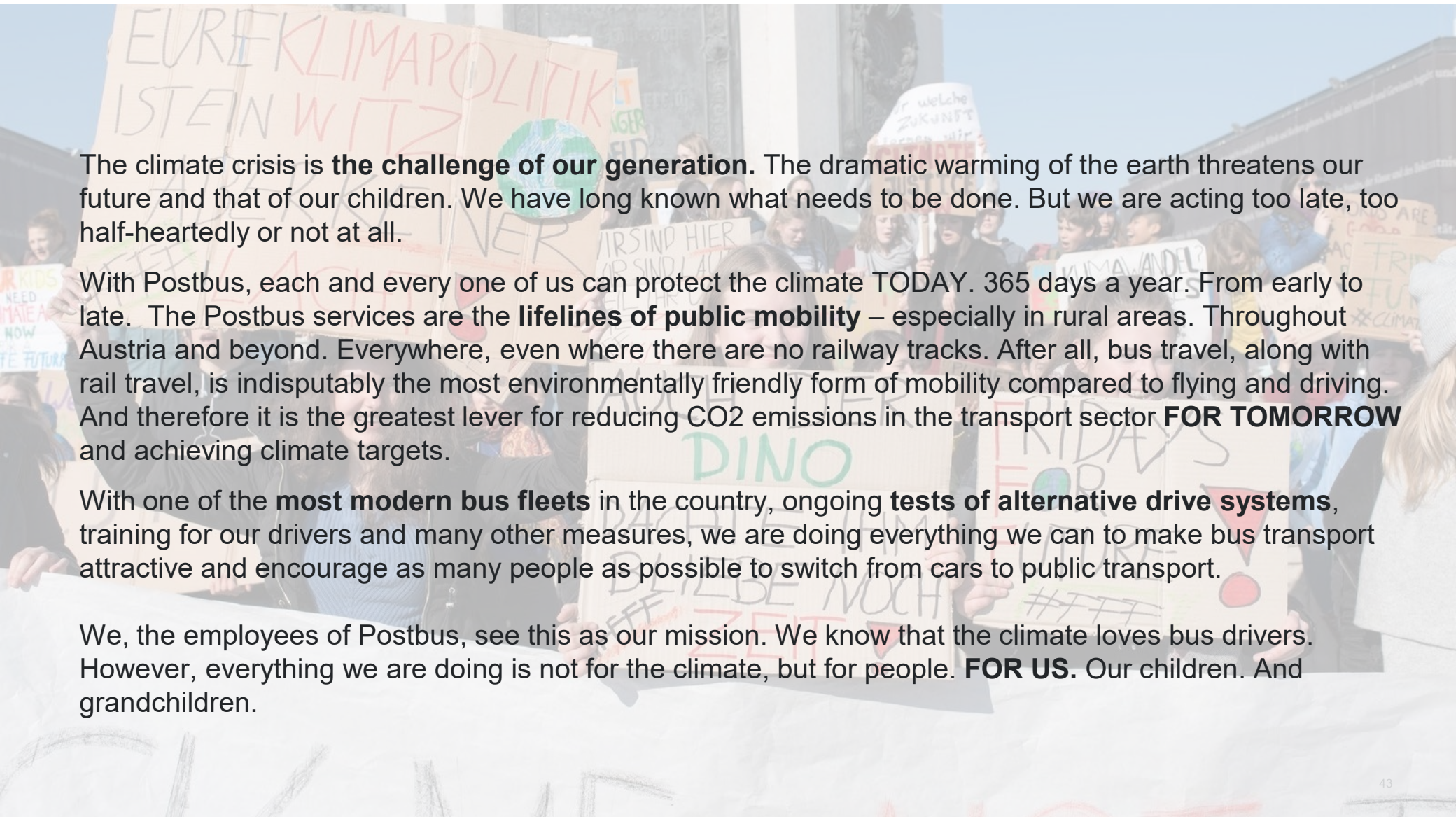
The Postbus Shuttle is the micro public transport service from Postbus and is suitable for both the local population and tourists.



Currently there are 12 micro public transport projects in operation. In November 2023, Postbus was awarded the contract for Salzburg.



▪ Characteristics of a bus company	Slide 03 - 04
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▪ Where the Postbus sustainability strategy is heading	Slides 10 - 14
▪ International regulations on sustainability	Slides 10 - 11
▪ The sustainability strategy of the ÖBB Group	Slides 12 - 14
▪ Side notes: The scope for action of Postbus	Slide 16
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The climate crisis is **the challenge of our generation**. The dramatic warming of the earth threatens our future and that of our children. We have long known what needs to be done. But we are acting too late, too half-heartedly or not at all.

With Postbus, each and every one of us can protect the climate TODAY. 365 days a year. From early to late. The Postbus services are the **lifelines of public mobility** – especially in rural areas. Throughout Austria and beyond. Everywhere, even where there are no railway tracks. After all, bus travel, along with rail travel, is indisputably the most environmentally friendly form of mobility compared to flying and driving. And therefore it is the greatest lever for reducing CO2 emissions in the transport sector **FOR TOMORROW** and achieving climate targets.

With one of the **most modern bus fleets** in the country, ongoing **tests of alternative drive systems**, training for our drivers and many other measures, we are doing everything we can to make bus transport attractive and encourage as many people as possible to switch from cars to public transport.

We, the employees of Postbus, see this as our mission. We know that the climate loves bus drivers. However, everything we are doing is not for the climate, but for people. **FOR US**. Our children. And grandchildren.