



RAG Austria AG's sustainability targets



Partnerships as a means to achieve targets

Compliance with binding commitments

Ensuring 100 % plant availability and security of supply

- Avoiding supply restrictions on customers by meeting the highest technical and organisational standards (incl. safety)

Continued development of innovative and sustainable business models

- Project developments towards commercial hydrogen pore storage facilities
- Fine-tuning green gas technologies and production (e.g. electrolysis plants)

Consistent results

- Long-term business continuity and stability of the company's results take precedence over maximising annual profits and dividend distributions

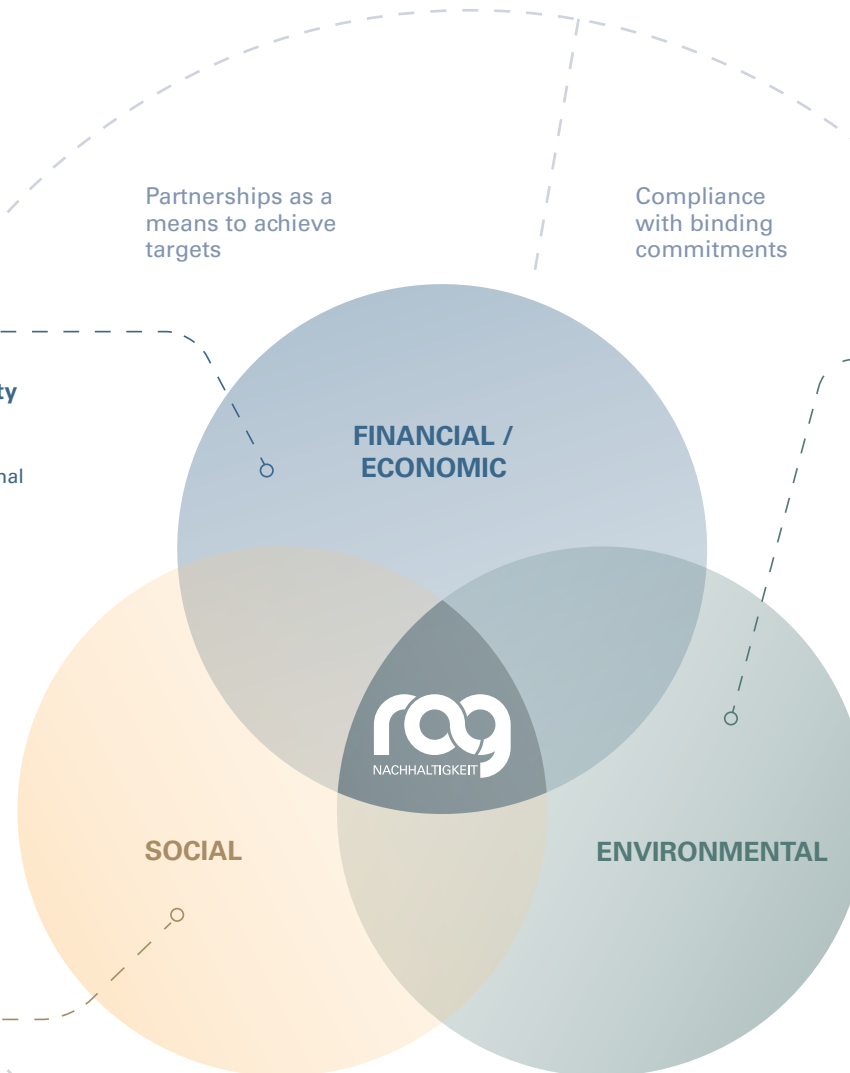


Occupational health

- Preventive health promotion and measures to avoid work-related accidents

Equal treatment

- Ensuring equal opportunities for all stakeholders
- Sustainable recruitment of women for technical professions and increasing the proportion of female managers in the company
- Raise awareness of the importance of diversity and inclusion among all employees



Supply with sustainable, carbon-neutral energy products and services

- Reliable operation of gas storage facilities and adaptation to hydrogen storage
- Carbon-neutral production of raw materials like crude oil and natural gas for non-energyrelated applications
- Sustainable energy mining – reuse of former production sites: PV, hydrogen storage facilities, geothermal projects
- LNG/LBG production of lower-emission fuels for heavy goods vehicles

Climate protection and energy efficiency

- Zero greenhouse gas emissions by 2040 at the latest
- Own supply of CO₂-neutral energy (PV plants and hydrogen-powered CHP station)
- Reduction in total energy use through proactive energy management and plant optimisation

Waste avoidance

- Targeted and economical use of non-renewable raw materials
- Reuse of equipment, etc. to safeguard the circular economy

Upholding RAG's high compliance standards

- Compliance with laws and data protection

High standards of business ethics and transparency

- Transparent management and open communication