

Goals	Measures	Status	Target year
<b>Responsible management</b>			
<b>Strategic focus on sustainability</b>			
<b>Combining conventional energy storage with CO<sub>2</sub>-neutral energy</b>	Assuring suitability of (existing) commercial facilities for future requirements of renewable energy systems	●	2023 f.
	Strategic partnerships with other industrial companies and universities (MUL, BOKU, etc.)	●	2023 f.
	Feasibility study (2021) on adaptation of existing storage facilities to reflect higher hydrogen content (hydrogen tolerance up to 10 %)	●	2021
<b>Security of supply</b>	Connection of the Haidach storage facility to the Eastern market area	●	2022
<b>Stable earnings in all years of operations</b>	Strategic focus on long-term business continuity and stability of the company's results	●	2023 f.

## Transparency and compliance

<b>Improving internal transparency</b>	Continuation of compliance training courses focusing on transparency, anti-corruption and avoidance of conflicts of interest	●	2023 f.
<b>Upholding compliance standards by implementing measures to raise awareness among employees</b>	Review of compliance and anti-corruption policies	●	2023 f.
	Training of employees on revised guidelines	●	2023 f.
<b>Transparent communication with RAG stakeholders</b>	Publication of 2021 sustainability report with first-time validation by external auditors	●	2021
<b>Statutory sustainability reporting according to the European Sustainability Reporting Standards (ESRS) / Corporate Sustainability Reporting Directive (CSRD)</b>	Ongoing development of existing reporting system and collection of the necessary data points. Development of expertise within the company and necessary adaptation of the organisational structure	●	2025
<b>Formulation of a declaration of commitment to responsible business practices</b>	Revising our philosophy	●	2023
<b>Integration of sustainability into the risk management system</b>	Impact of sustainability risks on individual business areas and presentation of them in the risk report	●	2022
<b>Upholding high Business ethics standards by implementing suitable measures to raise awareness among employees</b>	Reviewing the internal code of conduct – assessment of whether sustainability aspects should be added	●	2023
	Internal communication and explanation of management principles. These should be seen as a guideline for management tasks	●	2021/22

Goals	Measures	Status	Target year
<b>Sustainable procurement</b>			
<b>Sustainability in the supply chain</b>	Introduction of annual CSR audits of suppliers	●	2023/24
<b>Increasing awareness of the topic of sustainability</b>	Stakeholder dialogue with three to five suppliers on the topic of sustainability	●	2021/22
<b>Prioritization of the procurement of products that are able of circulation</b>	Analysis during procurement of products for <ul style="list-style-type: none"> <li>• Ability of circulation and dismantling (facilities and facility components)</li> <li>• Material health (with regard to hazardous ingredients)</li> <li>• Where possible: Acquisition of the carbon footprint</li> </ul>	●	2023 f.
<b>Local communities</b>			
<b>Increased/deeper involvement of key stakeholders</b>	Hosting an open day for local residents	●	2023 f.
	Dialogue with internal and external stakeholder groups	●	2023 f.
<b>Engagement with communities: open and transparent communication with public authorities, residents and local authorities</b>	Proactive engagement with our stakeholder groups (ongoing contact with local authorities and landowners)	●	2023 f.
<b>Strengthen good relationships through regular engagement at all levels</b>	Conducting dialogue with officials and mayors and providing local residents with information about the future of energy storage	●	2023 f.
<b>Increasing awareness of the topic of energy storage</b>	Hosting an open day for local residents: Haidach.	●	2023 f.
	Opening of hydrogen storage facility: local residents day	●	2023
	Participation in the Long Night of Research	●	2022
<b>Sharing information with local residents and local authorities, passers-by at the facilities and the general public</b>	Information on RAG's activities: reports in local newspapers, info displays at facilities for temporary projects and existing facilities	●	2023 f.
<b>Community investment</b>	Targeted assistance for key local organisations in host communities, such as fire departments and social welfare associations	●	2023 f.
<b>Continuing fulfilment of responsibilities as part of the community</b>	Updating of sponsorship strategy	●	2021
	Donations to social funds for disadvantaged families in RAG communities	●	2023 f.
<b>Promotion of science and technology literacy among young people from the local region</b>	Partnerships with schools in Vöcklabruck, Braunau, Wels and Salzburg that have received the MINT quality seal (see also 'Responsible employer')	●	2023 f.