

Disclosures: A responsible employer

RAG Austria AG	31.12.2022		31.12.2021		31.12.2020	
	Abs.	%	Abs.	%	Abs.	%
Total head count	224		217		220	
Total employees (inc. agency workers)	241		233		234	
Male	179	74.3 %	172	73.8 %	170	72.6 %
Female	62	25.7 %	61	26.2 %	64	27.4 %
White collar workers	241	100.0 %	233	100.0 %	234	100.0 %
Blue collar workers	0	0.0 %	0	0.0 %	0	0.0 %
Aged under 30	7	2.9 %	5	2.1 %	7	3.0 %
Aged 30 – 50	164	68.0 %	175	75.1 %	177	75.6 %
Aged over 50	70	29.0 %	53	22.7 %	50	21.4 %
Total full time	198	82.2 %	186	79.8 %	191	112.4 %
Male	165	83.3 %	156	83.9 %	155	81.2 %
Female	33	16.7 %	32	17.2 %	36	18.8 %
Total part time	43	17.8 %	52	22.3 %	43	18.4 %
Male	14	32.6 %	21	40.4 %	15	8.8 %
Female	29	67.4 %	31	59.6 %	28	65.1 %
Total alternative part-time arrangements	15	6.2 %	20	8.6 %	18	7.7 %
Male	15	100.0 %	17	85.0 %	17	94.4 %
Female	0	0.0 %	3	17.6 %	1	5.9 %
Total parental part-time working	17	7.1 %	17	7.3 %	17	7.3 %
Male	5	29.4 %	5	29.4 %	5	29.4 %
Female	12	70.6 %	12	70.6 %	12	70.6 %
Maternity leave	2	0.8 %	3	1.3 %	5	2.1 %
Paternity leave	3	1.2 %	3	1.3 %	6	2.6 %
Persons with disabilities	4		5		5	
International employees	12	5.0 %	12	5.2 %	11	4.7 %

* Alternative part-time arrangements: pre-retirement part time, four-day week, sabbaticals

** Executives are defined as employees with disciplinary leadership responsibilities.

RAG Austria AG	31.12.2022		31.12.2021		31.12.2020	
	Abs.	%	Abs.	%	Abs.	%
Total executives	45	18.7 %	44	18.9 %	47	20.1 %
Male	42	93.3 %	42	95.5 %	45	95.7 %
Female	3	6.7 %	2	4.5 %	2	4.3 %
Proportion of senior executives recruited from the local community		100 %		100 %		100 %
Average years of service	9.5		9.5		11	
Total new employees	16	6.6 %	13	5.6 %	8	3.0 %
Male	13	81.3 %	10	76.9 %	6	75.0 %
Female	3	18.8 %	3	23.1 %	2	25.0 %
Aged under 30	3	18.8 %	2	15.4 %	0	0.0 %
Aged 30 – 50	13	81.3 %	11	84.6 %	8	100.0 %
Aged over 50	1	7.7 %	0	0.0 %	0	0.0 %
Leavers incl. retirees	8	3.3 %	8	3.4 %	19	8.1 %
Leavers	5	2.1 %	8	3.4 %	16	
Incidents of discrimination	0		0		0	
Sick leave days						
Sick leave days per employee	6.9		4		4.02	
Sick leave days (inc. long-term sick leave) per employee	7.9		5.2		5.2	
Number of employees on long-term sick leave	4		2		3	
Total training costs	514.000		505.000		522.000	
Training costs per employee	2.133		2.167		2.231	
Benefits provided to full-time employees that are not provided to temporary or part-time employees	no differences		no differences		no differences	
Percentage of salaried employees covered by collective bargaining	100 %		100 %		100 %	