

ORF SUSTAINABILITY

ORF IN FIGURES

Key Corporate and Sustainability Figures 2022

Unless otherwise stated, the following information and key figures refer to ORF in the year 2022.

ORF

CORPORATE SUSTAINABILITY REPORT 2022/23

| | |
|---|---|
| Key Economic Figures | |
| Total revenue of ORF Group | 1,069.80 million Euros |
| Number of ORF locations | 29 (incl. foreign offices and Bolzano) |
| Those of which in Austria | 12 |
| Key Performance Indicators | |
| Reach of ORF television (ORF 1, ORF 2, ORF III and ORF SPORT +) | 3.802 million viewers daily; 50.4 % daily reach / 34.6 % market share |
| Total reach of ORF radio | 4.62 million listeners daily; 58.2 % daily reach / 68 % market share |
| Reach of ORF.at network | 134.6 million visits per month / 19 % daily reach |
| Reach of ORF-TVthek | 12.2 million visits per month |
| Reach of ORF TELETXT | 900,000 readers daily; 12 % daily reach |
| Key Environmental Figures | |
| Total energy consumption | 88,099 MWh |
| That of which is renewable | 59,551 MWh |
| Number of e-charging stations | 46 |
| GHG Emissions (Scope 1-3) | 35,466 t CO ₂ e |
| Key Social Figures | |
| Number of employees | 3,265 |
| Those of which are women | 1,480; corresponds to 45.4 % |
| Proportion of women in management positions | 37.1 % |
| Gender Pay Gap | -12.2% |
| Total donations LICHT INS DUNKEL | 22.3 million Euros |
| Doubling by federal government | 14.4 million Euros |
| In the period 18.11. – 27.12.2022 | 14.4 million Euros |
| Total donations NACHBAR IN NOT | 52.58 million Euros |
| Sustainability Report | |
| Reporting standards GRI Standards | 41.96 million Euros |

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FOREWORD GRI 2-22

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As a complement to the Annual Report 2022, the Public Value Report 2022, and the Equality Report 2022, the Sustainability Report of ORF for 2022/23 addresses the company's initiatives in the areas of environmental and social sustainability, as well as in governance and ethical corporate leadership.

ORF voluntarily reports on established initiatives and measures, outlining its goals for the upcoming years, particularly for the next fiscal year. This report has been prepared according to the standards of the Global Reporting Initiative, a globally recognised standard for sustainability reporting.

It provides insights into how the ORF has evolved in the three relevant sustainability fields – environmental sustainability, social sustainability, and in the realm of ethical corporate leadership (ESG) – during the reporting period. As Austria's largest media company, it is natural for us to take sustainability seriously in our operations, production, and corporate management. We demonstrated this commitment in the past fiscal year, evident in actions such as the tendering of our fleet, the establishment of a new ethics commission led by the internationally renowned media manager Ingrid Deltenre, and the implementation of projects like the 'Inclusive Media Practice,' which aims to bring us closer to our goal of creating a more diverse ORF.



We are already dealing with the requirements at the ORF which will be mandatory for approximately 2,000 Austrian companies starting from the business year 2025 with the Corporate Sustainability Reporting Directive. We aim to gradually adapt our sustainability reporting to the new standards, thus providing even more transparency and comprehensibility. Our goal is to continue being an ORF for all people in Austria in the future. With the development of the corporate strategy for the coming years, we want to ensure this and achieve our objectives, taking into account all dimensions of sustainability – environmental aspects, social aspects, and ethical corporate governance. These areas are more important than ever for public-service media houses in Europe, and I see them as a contribution to fulfilling our legal mandate.

Mag. Roland Weißmann
ORF Director General



In the present report, all activities of the ORF related to the three sustainability fields: Environment (Environment), Social (Social), and Ethical Corporate Governance (Governance), are summarised – the so-called ESG.

SUSTAINABILITY AT ORF

INFORMATION ABOUT THIS REPORT

GRI 2-2, GRI 2-3

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Together with other ORF publications, especially the Public Value Report, the Annual Report (according to §7 ORF Law), the 2022 Business Report, and the Equality Report, the Sustainability Report serves as communication regarding the achievements and measures related to sustainability with all ORF stakeholders.

The annual Public Value Report documents the fulfilment of the public-service mandate to provide the Austrian population with programming. In addition, the Annual Report details the multimedia programme work. The Equality Report discloses initiatives aimed at increasing gender equality. The 2022 Business Report also summarises the activities and corporate development of ORF. All reports are available for download on [zukunft.orf.at](https://www.zukunft.orf.at).

The publication of the Sustainability Report represents a crucial piece in the media company's sustainable orientation. This reflects the activities of ORF in terms of sustainability, encompassing both operational activities and the programme offering of ORF. The report is currently produced on a voluntary basis, as ORF is not subject to the reporting obligation for non-financial information. Ongoing developments at the national and European levels, such as the future 'Corporate Sustainability Reporting Directive' (CSRD) of the EU, are closely monitored.

The reporting standards of the Global Reporting Initiative (GRI) serve as the guiding framework for the Sustainability Report, as in previous years, and are published annually. ORF reports in reference to the GRI standards, incorporating indicators of the 'Sector Disclosures Media' (G4). An overview table at the end of this report (GRI Index) concisely summarises the reported GRI indicators.

The presented key figures refer, unless otherwise stated, to the ORF corporate parent (Austrian Broadcasting Corporation, Foundation of Public Law) without subsidiaries and cover the calendar year 2022. Activities, measures, and projects primarily relate to the year 2022 and, in terms of current relevance, also to 2023 (editorial deadline: September 2023).

Environmental and climate indicators are currently collected for all ORF locations in the country, and personnel indicators are collected for the ORF corporate parent. Work is underway on consolidation and standardisation, especially with regard to the new non-commercial reporting.

The report contents are determined by the essential topics, and in determining these topics, the impacts of the business activities of all entities are taken into account.

Pius Strobl, ORF Head of Corporate Social Responsibility, and Anita Malli, Head of Environment and Sustainability at ORF



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MATERIAL SUSTAINABILITY ISSUES GRI 3-1, GRI 3-2

The ORF Act stipulates that it is to provide its audience with information on topics related to nature, the environment, and consumer protection, taking into account the promotion of understanding the principles of sustainability in all its programmes and offerings. In addition, the company has been implementing measures and initiatives in the areas of social and environmental sustainability for many years. This includes dealings with employees, sustainable procurement, climate protection, its own fleet, TV productions, and societal responsibility.

With its sustainable orientation, ORF covers more than the public-service mandate would require, aligning itself with the three sustainability dimensions: Environmental, Social, and Governance (ESG).

Companies like ORF are legally obligated to a series of measures, including compliance with environmental laws, workers' rights, and the conduct of energy audits. Regardless of this obligation, it is essential to define the key issues related to sustainable development and consistently work towards their implementation. The essential topics for ORF were defined from a corporate perspective while taking stakeholders into account (see page 13). These essential topics consist of the most significant impacts of ORF's activities in the dimensions of sustainability. In line with these essential topics, ORF implements a series of measures, which are presented in this report. These initiatives affect both the dissemination of content and the organisation's own sphere of influence.

In this report, the topics have been clustered according to the sustainability dimensions of Environmental, Social, and Governance.

| ESG Area | Material Topics for ORF |
|--|--|
| Environmental Sustainability (Environmental) | <ul style="list-style-type: none"> Programme with environmental sustainability Green Producing Climate protection |
| Social Sustainability (Social) | <ul style="list-style-type: none"> Humanitarian Broadcasting Accessibility & Diversity Equality |
| Ethical Corporate Governance (Governance) | <ul style="list-style-type: none"> Responsible employer Ethics & Compliance Journalistic independence |

SUSTAINABLE DEVELOPMENT GOALS

In 2015, 193 UN member states agreed on a global agenda for sustainable development: 17 goals, 169 targets, and 230 global indicators set the direction until the year 2030, emphasising how crucial actions are in various areas. These Sustainable Development Goals (SDGs) of the United Nations are relevant for states like the Republic of Austria, as well as for public institutions, interest groups, companies, and individuals, and all are expected to

contribute. As the largest media company in Austria, ORF supports the development goals and contributes to the achievement of specific goals: Quality Education (SDG 4), Gender Equality (SDG 5), Industry, Innovation, and Infrastructure (SDG 9), and Climate Action (SDG 13).



UN Sustainable Development Goals

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Up to 100,000 people visit the ORF Media Campus each year and participate in guided tours.

STAKEHOLDER ENGAGEMENT GRI 2-29

Employees, business partners, journalists, representatives from politics and NGOs, and customers – these are all stakeholders at ORF. As the largest media company in the country, the ORF is responsible for meeting the interests and requirements of these stakeholder groups and maintaining an open and factual exchange. For example, all demographic groups are involved in programme design – such as through audience and expert discussions hosted by the ORF. The regular 'DialogForum' of the Public Value Competence Center, which is also broadcast on ORF III Culture and Information, addresses issues related to media quality and provides the audience with insights into the work of ORF editorial teams.

In addition, the ORF organises stakeholder events dedicated to current challenges in the dynamic media environment. In 2022, a 'Future Forum' was conducted, targeting young people, and addressing the expectations of 'digital natives' toward ORF in an extensive workshop.

Through stakeholder tours of the ORF Media Campus, ORF provides informative insights behind the scenes, striving to make structures and operations as transparent as possible. Each year, well over 100,000 people (status: 2022) personally visit the ORF and, through ORF BACKSTAGE tours, gain a comprehensive understanding of the workings and processes at ORF.

The protection of the interests of listeners, viewers, and users is further ensured through the public plenary sessions of the ORF Audience Council.



The ORF addresses a broad range of topics in connection with environmental sustainability in its operations including waste management, and the company's resource consumption, energy efficiency, the company's contribution to climate protection, and measures in the area of Green Producing. Additionally, sustainability, the environment, and nature conservation are regularly featured in reporting, in the multimedia programme.

ENVIRONMENTAL SUSTAINABILITY

PROGRAMME WITH ENVIRONMENTAL SUSTAINABILITY GRI 3-3

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According to the ORF Act, the company is obligated to provide information on topics related to nature and environmental protection, considering the promotion of understanding the principles of sustainability. Due to their current relevance, reporting on these topics has intensified across all ORF programmes in recent years.

REPORTING ON SUSTAINABILITY FOR ALL

In numerous programmes, shows, reports, and features, the ORF fulfils its programming mandate and presents these contents in a target audience-oriented manner. Due to numerous climate-related extreme weather events, political debates, and innovations in the economy, topics related to climate impacts and solutions for slowing climate change have gained increasing coverage in reporting. In 2022 alone, over 200 programmes on climate and sustainability were broadcasted on Ö1.

As a public-service media company solely committed to its audience, ORF sees itself, in the face of rapid environmental, economic, and socio-political upheavals in these matters, as a democratic support and cohesive force in an increasingly complex society.

Public interest is growing regarding the future of mobility, construction and housing, climate impact mitigation, and in insurance adaptation, including the protection of one's life, property, and income. The necessary energy transition and the pressure to adapt to climatic, and thereby economic and social changes, are becoming increasingly visible and require professional contextualization.

Editorial staff also report on the increased activism of civil society in this area, including the polarising forms of protest by activist groups, but they are aware of their role as objective reporters. In this time of change, where societal uncertainty is evident, ORF journalists bear significant responsibility. The current state of science in various areas of environmental sustainability (such as climate change and biodiversity loss) and the guiding principles of ORF are regarded as the benchmark of reporting. Accordingly, ORF operates independently of political parties and other interest groups, solely committed to its audience and society.

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The 'Universum' special showcases national and international best practices for solving the climate crisis, as part of MUTTER ERDE.

MUTTER ERDE

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The multimedia MUTTER ERDE programme focus 'Climate and Nutrition' took place for the tenth time from May 17 to 30, examining the connection between climate warming and our nutrition. The ORF programme focus addressed the causes and challenges, as well as solutions, across all ORF media and provided context. The most-watched programme was the 'Universum' special edition 'Climate Changes Wilderness,' reaching up to 571,000 viewers. The 'Zeit im Bild Magazin Klima' dedicated not just a weekly but a daily programme to the theme 'Climate and Nutrition.' There was also high interest among the young target audience, accounting for 25 percent of the market share among those under 30. In total, four million viewers were reached. Numerous contributions were contributed by the ORF regional studios in all federal states and the national radio stations Ö1, radio FM4, and Hitradio Ö3.



Dok1 moderator Lisa Gadenstätter with entrepreneur Thomas Neuburger. He produces meat substitute products on his oyster mushroom farm.

Under the title 'Combatting Climate Change: Sustainability and Environmental Protection,' an indefinitely available video archive is accessible on the ORF-TVthek. On the video-on-demand platform Flimmit, numerous documentaries and reports from this year's MUTTER ERDE focus were featured and will remain accessible until November 30, 2023.

REACH OF THE MUTTER ERDE PROGRAMME FOCUS GRI M7, ORF Indikator 01

| | 2021 | 2022 | 2023 |
|--|-------------|-------------|-----------|
| TV viewers of the MUTTER ERDE programme focus (widest viewer circle) | 4.3 million | 3.7 million | 4 million |



A SELECTION OF FOCUSES, CATEGORIES, AND PROGRAMMES IMPLEMENTED DURING THE REPORTING PERIOD IN THE REGIONAL STUDIOS AND ORF RADIOS

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Ö1: Weekly "Ö1 Climate Newsletter"

Ö1 Dossier "Sustainable Living": Permanently available programmes on climate and sustainability, accessible at <https://oe1.orf.at/nachhaltigleben>

8-part podcast "Everything about Gas and Electricity": Gas prices, alternatives, and exit scenarios

Ö1 three-part series "Sealed Earth – Carefree Handling of Our Soil"

Ö1 programme and podcast "Sustainable Living": Covering new forms of mobility, sharing, energy, or food supply, bi-weekly on Fridays at 11:55 am, also available as a podcast

Ö1 initiative "Repair of the Future": Projects, concepts, and startups in the areas of climate innovation, health, education, culture, social issues, technology, and economy can be submitted – Ö1 reports on initiatives

Ö1 Radiocollege: Four-part series "Out of the Climate Bubble" on how the climate crisis became an elite project

Hitradio Ö3: Ö3 Wonder Bag: Austria's largest collection of old mobile phones for a good cause

Climate as a topic of the Ö3 Youth Study: Questions about climate change and adapting lifestyles. Lena Schilling, climate activist, on the panel for the study presentation

"Ö3 Breakfast with Me" (Sundays, 9:00 am to 11:00 am): Four guests on the topic of climate during the reporting period

"Mr. Wunderlich Explains the World", a segment in the "Ö3 Wake-Up Call": Nine contributions in the reporting period on the climate, environmental protection, and sustainability

Radio FM4: "FM4 Climate News": Every Monday and Wednesday during the "OKFM4" programme from 5:00 pm to 7:00 pm

"Climate News Weekly": Comprehensive reports on climate topics every Friday from 5:00 pm to 7:00 pm

"Science Busters Live": Comedian Martin Puntigam and scientists answer questions from FM4 listeners about climate protection and sustainability

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ORF Salzburg: "Climate District Tour": A seven-week tour by two journalists through all districts of Salzburg, focusing on a different current climate topic in each district. Reporting includes conversations with experts and committed individuals.

ORF Kärnten: Radio week "Agriculture" with up to seven hours of programming on sustainability, climate change, and regionalism

Radio day with civil engineers on topics such as sustainability and climate neutrality in construction

Series "Erlebnis Natur" (Nature Experience)

ORF Burgenland: TV special (Local Edition) "Water Level Neusiedler See"

Campaign "Don't Be a Litterbug": Addressing littering and environmentally friendly recycling

"Dobar Dan Hrvati", a minority TV magazine: Six-part series on sustainable living

ORF Steiermark: "The Great Styrian Spring Cleanup": 70,000 people participated in the environmental action, collecting 213 tons of waste.



One of the pioneers in regional climate journalism:
ORF Regional Studio Salzburg.

GREEN PRODUCING GRI 3-3

TV productions are significant leverage points for reducing ORF's greenhouse gas emissions due to their high electricity consumption and the use of resources (such as stage, decoration and costumes).

CERTIFICATIONS ACCORDING TO THE AUSTRIAN ECOLABEL SERVE AS A REPUTABLE STANDARD

Under the term 'Green Producing,' measures are summarised to minimise greenhouse gas emissions and other environmental impacts caused by TV productions, contributing to the achievement of sustainability goals (see also the chapter on climate protection). The goal is to continuously improve production processes and reduce CO₂ emissions.

In this regard, ORF follows the guidelines of the Austrian Ecolabel for 'Green Producing in Film and Television (UZ 76)'. The Ecolabel is widely recognised in Austria and beyond, particularly due to its multi-stakeholder approach (guidelines are developed involving a broad range of stakeholders), the application of scientific standards, and the appointment of independent auditors. It is one of the internationally recognised product certifications that ensure minimum environmental standards in the production of goods and the provision of services, alongside the EU Ecolabel, the Blue Angel (Germany), and the Nordic Swan.

NUMBER OF CERTIFIED PRODUCTIONS IN ORF ORF Indikator 02

| | 2021 | 2022 | 2023 |
|--|------|------|------|
| Environmentally certified ORF in-house productions | 2 | 10 | 8* |
| Licensees for the Environmental Label 76: | 4 | 5 | 6* |

*Reporting period from 2023 to the cut-off date of September 30, 2023

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Studio lighting is one of the major levers for energy savings.

PRODUCTIONS IN THE REPORTING PERIOD

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REGIONAL STUDIO BURGENLAND BECOMES NEW LICENSEE

The Burgenland Regional Studio has been a licensee of the Austrian Ecolabel for 'Green Producing in Film and Television (UZ 76)' since the summer of 2023. This makes it the fifth regional studio authorised to certify programmes with the Ecolabel. The programmes 'Burgenland heute,' 'Wetter,' and all five TV programmes of the minority group editorial team were awarded. Thus, this ORF location has the most certified programmes of the company as of 2023. As with all certified productions, climate- and resource-friendly measures were taken here according to the guidelines of the Austrian Ecolabel for 'Green Producing in Film and Television (UZ 76)':

- 100 percent LED lighting in the studio
- Ecologically certified products for copy paper, toilet paper, cleaning agents, and in the makeup department (such as EU Ecolabel or Austrian Ecolabel)
- Revised waste management concept
- Adherence to waste separation
- Carpooling to shoots
- Switch to electric cars
- 100 percent renewable energy in the ongoing operation

Currently, the existing photovoltaic system around the Burgenland Regional Studio is being expanded. After completion of the work, the location should produce as much electricity net as is consumed throughout the year.

SYNERGY EFFECTS: 'HYPOMEETING GÖTZIS' AND ORF

Sports events and their coverage attract millions of people every year and have a significant impact on the environment. The organisers of the track and field competition 'Hypomeeting Götzis' have set themselves the goal of minimising this impact and organising a sustainable event. The event was certified with the Austrian Ecolabel for Green Events as the first major sports event in Austria.

As the broadcaster of the track and field competition, the ORF, in close coordination with the organisers, also certified the broadcast with the Austrian Ecolabel for 'Green Producing in Film and Television (UZ 76)'. While in previous years, flights were involved in this production, this time the entire ORF production team travelled by train and formed carpools on-site. The power supply for the broadcast could be ensured without diesel generators, and the ORF team benefited from sustainable approaches in catering (multi-use dishes and packaging, regional and seasonal dishes, organic share).

This example shows that it is possible to achieve synergy effects in the field of environmental sustainability between a major (sports) event and TV production. In the future, this approach should also be continued in the context of other major events.

In 2023, the photovoltaic system in the Burgenland regional studio will be expanded.

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UNIVERSUM GOES GREEN PRODUCING

AWARENESS BUILDING AMONG CONTRACTORS

As Austria's largest media company, the ORF sees itself as part of a larger movement for increased sustainability, climate protection, and resource conservation in film and television production, in collaboration with the Austrian film and production industry and funding institutions. Therefore, it not only promotes environmental television productions in its own productions but in the future, will also promote environmental television productions in collaboration with external contractors and partners within the framework of commissioned and co-productions.

These lines from the ORF's Mission Statement adopted at the end of 2021 on the topic of Green Producing articulate the company's

goals to raise awareness and involve contractors in the production sector regarding Green Producing. Subsequently, the aim is to achieve long-term environmental practices in the supply chain and reduce the ORF's greenhouse gas emissions.

Special attention is initially focused on the environmental transformation of "Universum" productions. Interspot Film GmbH and PKM-Film are already licensees for the Austrian Ecolabel for "Green Producing in Film and Television (UZ 76)." Therefore, a meeting was held in April 2023 with other interested production companies. Licensees of the Ecolabel and interested companies exchanged ideas about challenges and best practices, such as using public transportation for travel and the logistical handling of technical equipment storage.



Mario Kreutzer (PKM-Film) and Conservation Biologist Leander Khil during the 'Universum' shoot.

The following programmes and productions were able to be awarded the Environmental Label 76 during the reporting period:

IN HOUSE PRODUCTIONS

ORF Media Campus

Starmania 2022 (Spring 2022)
 Cultural Monday Special from Salzburg (August 2022)
 ORF Summer Talks 2022 (August/September 2022)
 UEFA Nations League Football International Match Austria-Croatia (September 2022)
 Hypomeeting Götzis (May 2023)

ORF Salzburg

Salzburg Today and Salzburg Weather (2022)
 JedermannJedefrau – The Salzburg Festival Magazine (July/August 2022)

ORF Vorarlberg

Vorarlberg Today and Vorarlberg Weather (October 2022)

ORF Vienna

Austria Image "Sustainable in Business – The Eco Path to the Chip Bag" (September 2022)

ORF Burgenland

Burgenland Today and Burgenland Weather
 Programmes of the Ethnic Groups Editorial Office: Dobar dan Hrvati, Adj'!sten magyarok, Romano Dikipe, Ozveny, WIR (broadcast on ORF III; 2023)

COMMISSIONED PRODUCTIONS

UNIVERSE: Migratory Birds – A Year Passes in Flight (PKM Film; 2022)

Land Crime Lower Austria: FOUR (Film AG; 2022)

Land Crime Lower Austria: The Guardian Angel (Superfilm; 2023)

Land Crime Vorarlberg: The Silence of the Donkeys (Superfilm; 2023)

SOKO Linz (Gebhardt Productions; from 2022)

Science Busters 104-129 (Gebhardt Productions; 2022-2023)

The Dead from Lake Constance, Episode 14 and Episode 15 (Graf Filmproduktion; 2022)

Smart 10 – The Quiz with 10 Options (TV Friends; from September 2023)

WATER DISPENSER FOR GREEN PRODUCING

Large productions such as "Dancing Stars", "Starmania", or "Die Große Chance" are not only energy and resource-intensive but also require many hands for the setup of technology, props, and operation. Between 200 and 300 workers are employed during peak times in the large ORF television studio. To make the supply of drinks more sustainable, refillable water bottles have been distributed to production teams in the past.

In the summer of 2023, a water dispenser was installed in the studio area, optimising the drinking water supply for the colleagues working here. Additionally, it draws attention to resource conservation and the company's goals in the area of Green Producing.



CLIMATE PROTECTION AT ORF GRI 3-3

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Climate neutrality and decarbonization are concerns not only for the manufacturing industry and the service sector but also for public-service broadcasting institutions like the ORF.

In 2021, ORF became a partner of the klimaaktiv Pakt (Climate Active Pact), joining ten other major Austrian companies. The ORF's goals by 2030 include:

- Reducing CO₂ emissions by 55 percent
- Increasing energy efficiency by 15 percent
- Raising the share of renewable energy sources in total energy consumption (from electricity, heat, and transport) to 60 percent

The base year for these targets is 2015, considering emissions

from all ORF locations within Austria. Energy consumption of broadcast facilities is also taken into account. In the mobility sector, all journeys by the entire fleet, including rented vehicles, and all domestic business trips are considered. The evaluation of energy efficiency involves the total energy consumption of broadcast facilities and energy intensity (energy per area).

Detailed progress reports for past years have been prepared and evaluated by the Austrian Energy Agency, responsible for the klimaaktiv Pakt, displaying the significant progress that was achieved in the last reporting year, 2022.

KLIMAAKTIV PAKT 2030

The klimaaktiv Pakt is a voluntary climate protection programme for large companies in Austria, initiated by the Ministry for Climate Protection (BMK). In its implementation, it follows a holistic approach because only a broad range of operational measures can successfully achieve the planned reduction in greenhouse gases in the long term. The proposed climate protection concepts of the twelve pact partners, including companies like ÖBB, Ölz, McDonald's Austria, Rewe Group, or Bank Austria, encompass activities in the following five areas: energy saving and energy

efficiency; building and renovation; mobility; renewable energy sources; renewable raw materials and resource efficiency. Additionally, there are awareness-raising measures within the company. Upon joining the klimaaktiv Pakt, companies embark on an annually recurring structured process to optimise the initial climate protection concept presented at the beginning. The achievement of goals is annually reviewed by the Austrian Energy Agency (AEA) to create maximum credibility and transparency both internally and externally.

Job tickets and shorter bus intervals have made public commuting to the workplace more attractive.

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DEVELOPMENT OF ENERGY CONSUMPTION GRI 2030 GRI 302-1

| Energy consumption in MWh | Base year 2015 | 2021 | 2022 |
|--------------------------------------|----------------|--------|--------|
| Electricity* | 67,747 | 67,267 | 65,051 |
| Heat* | 26,337 | 28,658 | 21,158 |
| Transportation (Diesel and Gasoline) | 2,459 | 1,968 | 1,890 |
| Total energy consumption | 96,543 | 97,893 | 88,099 |
| Renewable portion | 44,485 | 59,080 | 59,551 |

*ORF Media Campus, Funkhaus Wien, Logistics Center Liesing, Storchengasse, Euro Plaza, Heiligenstadt, Regional Studios

For electricity consumption, diesel consumption for mandatory emergency power generators is also included. These generators are required at all ORF locations relevant to broadcasting

and must be regularly checked for functionality. Detailed consumption figures for individual locations can be found in the appendix on pages 80-81.

CURRENT ACHIEVEMENT OF GOALS - KLIMAAKTIV PAKT 2030

| Goal | Target value | 2021 | 2022 |
|---------------------------------------|--------------|------|------|
| Reduction of Greenhouse Gas emissions | 55 % | 49 % | 63 % |
| Improvement of energy efficiency | 15 % | -2 % | 13 % |
| Share of renewable energy sources | 60 % | 60 % | 68 % |

The goal table shows that ORF is on course regarding the achievement of goals for the klimaaktiv Pakt 2030, and in the reporting year 2022, the reduction target for 2030 has already been mostly exceeded. In the evaluation report of the Austrian Energy Agency (AEA), the following remarks are made:

- After a year with very high energy consumption, greenhouse gas emissions significantly reduced in 2022. This decline can be observed in all areas, especially in the area of space heating.

- In addition to implemented measures, the effects can also be attributed to a mild winter and a company-wide directive to save energy.
- The goal achievement does not seem to be jeopardised given the current developments.

The solar thermal system at the ORF Media Campus is used to heat water.



ORF CARBON FOOTPRINT

GRI 305-1, GRI 305-2, GRI 305-3

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The Austrian Environment Agency has been calculating a comprehensive greenhouse gas inventory (Carbon Footprint) for ORF based on the klimaaktiv Pakt 2030 assessments since 2018. While the klimaaktiv Pakt primarily includes direct emissions (Scope 1 and 2), the Carbon Footprint for the corporation (excluding GIS*) also considers indirect emissions from upstream and downstream processes (Scope 3). The calculation for the year 2022 includes, for the first time, data on external charging stations and energy consumption for the data archive. The ORF greenhouse gas inventory calculation includes emissions from Scopes 1-3, which are categorised as follows:

Scope 1 – Direct Emissions:

Fuels, natural gas, diesel for emergency power generators, refrigerants

Scope 2 – Indirect Emissions from Purchased Energy:

Electricity, district heating

Scope 3 – Indirect Emissions from Upstream and Downstream Processes:

Employee mobility, rental vehicles, external charging stations, business travel (flights, etc.), waste, material usage, external data archive (electricity for servers)

The ORF's Carbon Footprint in the year 2022 was 35,466 tonnes, with emissions distributed across different scopes as follows:

Scope 1: 949 tonnes (3%)

Scope 2: 13,951 tonnes (39%)

Scope 3: 20,566 tonnes (58%)

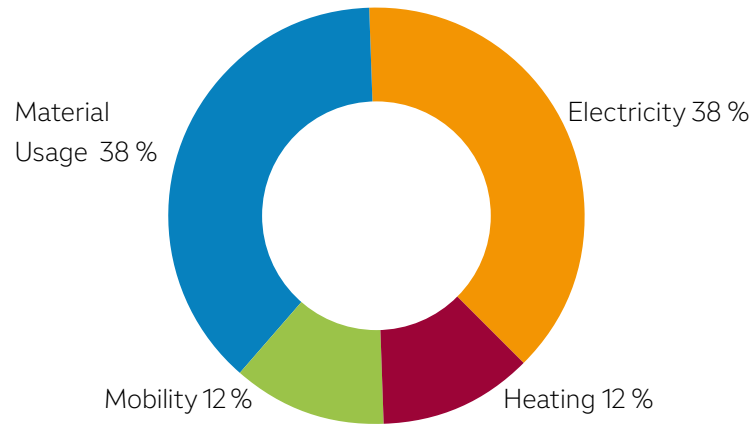
TOTAL GHG EMISSIONS: 35,466 TONNES

This breakdown illustrates the proportion of greenhouse gas emissions originating from direct sources (Scope 1), indirect emissions from purchased energy (Scope 2), and indirect emissions from upstream and downstream processes (Scope 3).

| Year | CO ₂ e (Tonnes of CO ₂ equivalent) |
|------|--|
| 2018 | 45,675 CO ₂ e |
| 2020 | 40,712 CO ₂ e |
| 2021 | 37,191 CO ₂ e |
| 2022 | 35,466 CO ₂ e |

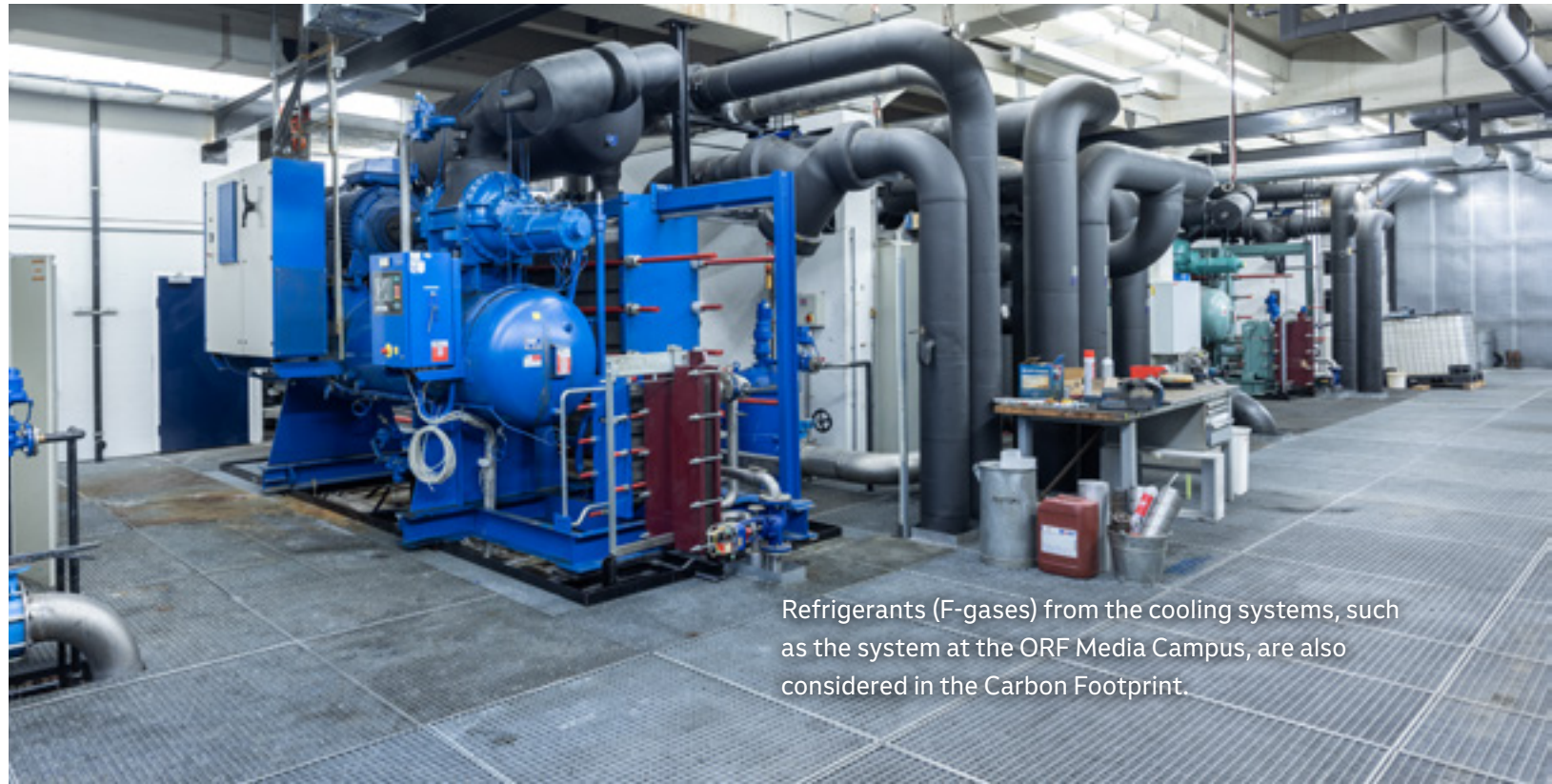
* GIS Gebühren Info Service GmbH (Fees Info Service) is a subsidiary of ORF responsible for collecting, processing and settling broadcasting fees in Austria.

SHARES OF CO₂E BY SECTORS ORF GROUP 2022*



*excluding GIS

Also, when looking at the overall Carbon Footprint of ORF, there has been a significant decrease since 2018. This is mainly due to reduced energy consumption and a higher share of renewable energy sources. These trends need to be consolidated in the coming years. However, it is also evident that Scope 3 emissions make up almost 60 percent of the ORF's Carbon Footprint. Therefore, in the future, measures to reduce material usage and other upstream and downstream processes will be increasingly necessary.



Refrigerants (F-gases) from the cooling systems, such as the system at the ORF Media Campus, are also considered in the Carbon Footprint.

"KLIMAAKTIV GOLD" FOR ALL BUILDINGS AT THE ORF MEDIA CAMPUS

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In the Sustainability Report 2021/22, there was already coverage of the new construction and renovations of the old buildings at the ORF Media Campus. Although the Silver standard was announced to be achieved, due to improved renovation measures for additional building sections (Object 2, 3, and 4), not only was the Silver standard achieved, but even the Gold standard. In addition to Object 1 and Object 6, which were already awarded in 2017, and the new construction (Object 7 and 8), all renovated, or newly built building sections have now been certified with the "klimaaktiv

Gold" standard. All awards were presented by Minister of Climate Action Leonore Gewessler in the summer of 2023. By aligning with the "klimaaktiv" building standards, the ORF is making a significant contribution to climate protection and the achievement of its climate goals.

AWARDS, CERTIFICATIONS, AND ACCOLADES DURING THE REPORTING PERIOD*

- "klimaaktiv Gold" standard for all new and renovated buildings (2022/23)
- Environmental Label for Community Catering for the cafeteria at the ORF Media Campus run by Euresst (2022; see also Sustainability Report 2021/22)
- Re-examination of the ORF printing press and awarding of the licensee for the Environmental Label for printed products (2022; see also Sustainability Report 2021/22)
- VCÖ Mobility Award for the Operational Mobility Management (BMM) of ORF at the Vienna locations (2022; see also Sustainability Report 2021/22)

* For certifications in the "Green Producing" category, see p. 22

“klimaaktiv Gold” standard certified: The renovated building sections Object 1 (right) and Object 6 (left) at the Media Campus in Vienna.

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JOINT WORKSHOP ON CSRD

In May 2023, ORF hosted a klimaaktiv workshop on the topic of Corporate Sustainability Reporting Directive (CSRD). The new EU-wide regulations on "Non-Financial Reporting" equally affect all klimaaktiv Pakt partners. Representatives of all twelve partners exchanged views on the topic and discussed implementation strategies for a day. Input was provided by the Austrian Environmental Agency, the Austrian Energy Agency, and pioneers among the pact partners.

SUSTAINABLE SECURITIES INVESTMENT FROM 2023

The ORF holds securities in financial investments to partially cover its severance and pension payment obligations. In 2022, comprehensive preparatory work for a complete realignment and transition to sustainable investment was finalised. Starting in 2023, the securities investment will be sustainable. Among other factors, the goals of the Paris Agreement to limit global warming and reduce greenhouse gas emissions will be considered in the selection of securities.

Since 2023, there are improved waste separation facilities for glass on the ORF Media Campus.



LESS WASTE, LESS CO₂

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In addition to energy consumption and the type of energy sources used, resource conservation is also a lever to improve the ORF's carbon footprint.

The ORF aims to reduce residual waste by better separation, not only to lower the so-called Scope 3 emissions of the company but also to cut costs for waste disposal.

MATERIAL FLOW ANALYSIS

In August 2022, a material flow analysis was implemented at the ORF media location on Königlberg by the MA 48/Waste Management and Material Flow Management. The separation behaviour and associated misplacements at the media campus were identified.

The results of the material flow analysis lay the foundation for measures in waste separation and accompanying communication efforts.

Key results at a glance, purity level:

- Organic waste collection: 99.7% corresponds to the advertised fractions
- Paper waste collection: 96% corresponds to the advertised fractions
- Yellow-blue collection: 74% corresponds to the advertised fractions
- Residual waste: 59% corresponds to the advertised fractions

Conclusion: The separate collection of paper waste and cardboard as well as organic waste works very well. Action is needed, especially in the improved separation of residual waste. About 35% of recyclables that could be shifted to another collection channel are still present in residual waste. This includes items like coffee-to-go cups, which, according to experts commissioned by MA 48, should be disposed of in paper waste. The separate collection in the yellow-blue bin is to be optimised, for example, with awareness-building measures for emptying bottles before disposal in the bin. This reduces transport weight.

MORE CLARITY, BETTER WASTE SEPARATION

After the new Packaging Ordinance came into effect on January 1, 2023, the ORF sustainability team launched an awareness campaign to inform employees about the new regulations. All packaging, except those made of paper and glass, should now be collected in the yellow bin. Stickers on the waste separation stations explain which waste should be disposed of in which bin and highlight common misplacements. Colleagues were informed by means of a large yellow bin right in front of the canteen, posters, cardboard displays, an email sent to all employees, and topic-related stories in the ORF intranet.

REDUCE: REUSABLE INSTEAD OF DISPOSABLE

With the introduction of a reusable cup system in December 2022 at the ORF Media Campus, disposable paper cups were replaced by a cup deposit system. The new deposit system for coffee cups by the ORF canteen operator Eurest is in cooperation with "My Coffee Cup." The deposit for cups is 1 euro. Numerous stakeholder discussions were held with the relevant department at ORF and the works council or canteen council. This led to a satisfactory solution for all parties involved. A significant contribution to reducing waste and thus resource conservation, which is well-received by many employees.

REUSE: CLOTHING FLEA MARKET

One to two times a year, a clothing flea market for employees takes place at the ORF Media Campus. Clothing items from the ORF inventory are sorted out and sold after years of being worn by presenters (see also ORF Sustainability Report 2020/21). In the reporting year 2022, a clothing flea market took place, where hundreds of clothing items found new owners and a second life.

REFURBISH: IT EQUIPMENT

In April 2023, ORF was awarded for the second time by AfB ("Arbeit für Menschen with Disabilities"), a non-profit limited liability company, for its socio-ecological commitment in the IT sector. Since 2021, the ORF and its IT contractor have been working with AfB. As a refurbishing partner, AfB reconditions, and markets decommissioned ORF IT equipment. The ORF also sponsors the employment of a person with disabilities at AfB.

GENERATED WASTE GRI 306-3

| Waste Fractions* | 2022 |
|---|-----------------|
| Other Waste | 24.14 t |
| Hazardous Waste | 5.91 t |
| Electrical Waste and Electronic Equipment | 35.65 t |
| Organic Waste | 44.74 |
| Glass | 33.75 t |
| Metal | 8.37 t |
| Plastic | 30.12 t |
| Paper/Cardboard | 160.70 t |
| Residual Waste | 194.66 t |
| Bulky Waste | 125.26 t |
| Total Weight | 663.30 t |

* ORF Locations and Broadcast Facilities (ORS)

With the new reusable system, up to 150,000 disposable paper cups can be saved per year.

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VIEW

In the realm of social sustainability, the ORF has identified Humanitarian Broadcasting, being a responsible employer, gender equality, and accessibility and diversity as crucial aspects for the company. While some areas have long-standing traditions and strategies, other areas are still being improved upon.

SOCIAL SUSTAINABILITY

HUMANITARIAN BROADCASTING

GRI 3-3

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For 50 years, LICHT INS DUNKEL has been a fixed part of the ORF programme. Within the framework of this and other humanitarian initiatives, ORF reports on inclusion for people with disabilities, as well as on individuals in war and crisis regions, both domestically and internationally.

Furthermore, ORF serves as a media platform for aid organisations to raise funds through donation appeals for people in need.

SOCIAL AND HUMANITARIAN ACTIVITIES IN ORF

Through initiatives like LICHT INS DUNKEL, NACHBAR IN NOT, and ÖSTERREICH HILFT ÖSTERREICH, the ORF supports people with disabilities, individuals in difficult social circumstances, as well as those in disasters and humanitarian crises, both domestically and internationally. In 2022, LICHT INS DUNKEL celebrated its 50th anniversary, and NACHBAR IN NOT marked its 30th year. Additionally, ORF provides free airtime for "Social Spots" on radio and television to other charitable organisations, enabling them to raise funds for charitable purposes. Alongside relief efforts, ORF also provides a platform for multilingual young people and their speeches as part of the multilingual speech competition SAG'S MULTI.

Grand performance by young talents: Sona Tamura and Valentina Schwinge performed at the LICHT INS DUNKEL anniversary gala in 2022.



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Paralimbing World Champion Angelino Zeller
in conversation with Norbert Oberhauser at the
LICHT INS DUNKEL anniversary gala in 2022.



LICHT INS DUNKEL – 50 YEARS

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In the jubilee year of the 50th campaign of LICHT INS DUNKEL, significantly higher donations were received by the association, with the government doubling the funds (in the period of November/December 2022). This enabled the support of a much larger number of projects and social initiatives than in previous

years. The start of the ORF activities and programme offerings in the jubilee year began with the Military Music Festival in May 2022. In addition to long-standing programmes like the "Ö3-Weihnachtswunder", the jubilee year featured additional highlights to raise funds for people in need:

PROGRAMME HIGHLIGHTS AND EVENTS IN THE LICHT INS DUNKEL JUBILEE YEAR

- Military Music Festival in Mörbisch (May)
- 'Fit with Philipp' at the Donauinselfest (June)
- 'Celebrity Millionenshow' (November and February)
- Exhibition 'HANDS UP on tour' in ORF regional studios (September to November)
- Jubilee Gala for LICHT INS DUNKEL (November)
- Gala Concert at the Vienna State Opera (November)
- Ö3-Christmas Miracle (December)
- ORF Christmas Singing (Christmas Eve)

In February 2023, ORF organised a round table, focusing on the activities of LICHT INS DUNKEL, as well as the topics of inclusion and accessibility at ORF. Representatives from disability organisations, members of the LICHT INS DUNKEL association, as well as ORF programme makers and other experts participated in this constructive meeting.

The round table addressed various concerns, including publicly expressed criticism regarding the possibly outdated representation of people with disabilities in ORF programmes related to LICHT INS DUNKEL. The points of criticism were raised in a documentary by the editorial team of andererseits.org, and subsequent print media coverage.

NACHBAR IN NOT

When Russia initiated an attack on its neighbour Ukraine, on February 24, 2022, ORF and NACHBAR IN NOT launched a fundraising campaign the same day. The subsequent support and solidarity from the people in Austria were unprecedented. By the end of the summer of 2023, 52.5 million euros had been donated. In the spring of 2022, the Austrian government doubled the donation amount with funds from the Foreign Disaster Fund, totaling 41.96 million euros. In 2022, there was also a call for donations through social spots for the 'Winter Aid Afghanistan' campaign.

Throughout each phase of the war- from the initial refugee movement, to attacks on energy infrastructure, and the destruction of the Kachowka Dam - the eight aid organisations of NACHBAR IN NOT, together with their local partner organisations, responded to the most urgent needs. Overall, since February 2022, more than 1.7 million people have been assisted in NACHBAR IN NOT aid projects.

ÖSTERREICH HILFT ÖSTERREICH

The ORF had announced a benefit show for the fall of 2022, which could not take place as planned, due to an increase in (COVID-related) material and personnel costs. In February 2023, for the first time, the Vienna Opera Ball was dedicated to solidarity, contributing more than half a million euros to ÖSTERREICH HILFT ÖSTERREICH. The flood relief campaign launched in August in response to the storms in southern Austria, received 5.65 million euros in donations within a few weeks.

SAG'S MULTI

The multilingual speech competition SAG'S MULTI aims to highlight multilingualism among young people and promote their interculturality. This competition was organised for the 14th time overall and for the third time by the ORF in 2022/23. Young people from the 7th grade onwards prepare bilingual speeches on given topics and present them to a panel of experts.

DONATION AMOUNTS PER AID OPERATION ORF Indicator 03

| Aid Campaign | 2021 | 2022 |
|----------------------------------|---------------|---|
| LICHT INS DUNKEL | 21.3 million | 36.7 million euros* (Fiscal year ended on March 31, 2023) |
| NACHBAR IN NOT "Aid for Ukraine" | | 96.66 million euros* |
| ÖSTERREICH HILFT ÖSTERREICH | 600,000 euros | No action due to COVID-19 |

*including doubling by the federal government

SAG'S MULTI IN FIGURES

- More than 6,000 speakers
- 89 different languages since its founding in 2009

IN THE 2022/23 EDITION:

- 406 students from more than 149 schools across Austria
- 80 percent of participants are female
- 30 hours of livestream, radio, and television broadcasts
- 3,500 attendees at events of the final round (ORF regional studios and the closing ceremony at Vienna City Hall)
- 8 cooperation partners:
 - City of Vienna, Federal Chancellery, HS Timbergroup, Raiffeisen, Chamber of Labor Vienna, Austrian Federal Economic Chamber, Federation of Austrian Industries, and Austrian Association of Cities

Maya Enyangaro Schad, one of the award winners of the multilingual speech competition SAG'S MULTI.



ACCESSIBILITY AND DIVERSITY GRI 3-3

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Accessibility, inclusion, and diversity are essential topics for ORF, which are also regulated in the ORF Act.

The law stipulates raising awareness for the inclusion of people with disabilities in society and in the job market. This is implemented in the ongoing programme, including focal points such as the Ö3 apprenticeship search for young people with disabilities. The ORF Act requires producing programmes for those

Austrian ethnic groups for which an ethnic group advisory board is established. Furthermore, a radio station with a predominantly foreign-language programme component is to be maintained. With the enactment of a legal amendment (ORF-G § 5 Para. 2) on January 1, 2021, the ORF was obligated to continuously increase the share of its barrier-free accessible programmes on television and online.

SHARE OF BARRIER-FREE OFFERS ORF Indicator O4

| | ACTUAL 2022 | Increase according to ORF Act Target | Target 2023 | Target 2024 | Target 2025 |
|---|-------------|--------------------------------------|-------------|-------------|-------------|
| Share of the programme offered with subtitles in the total programme (24 hours / four channels) | 46.7 % | | 48.3 % | 50.0 % | 51.7 % |
| Broadcast hours | 16,371 | | 16,932 | 17,505 | 18,098 |
| Share by categories* | | | | | |
| Information | 55.0 % | + 2.5 % | 56.3 % | 57.8 % | 59.2 % |
| Entertainment | 83.3 % | + 4.0 % | 86.6 % | 90.1 % | 93.7 % |
| Education | 61.3 % | + 2.5 % | 62.9 % | 64.5 % | 66.1 % |
| Arts and Culture | 53.1 % | + 2.5 % | 53.0 % | 56.3 % | 57.7 % |
| Sports | 8.4 % | - | 8.5 % | 8.6 % | 8.6 % |

* Programme hours without advertising, trailers, promo spots, notes, etc.

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The Ethnic Group Editorial Office
of ORF Burgenland produces
programmes in five languages.



ACCESSIBLE PROGRAMMING

Programmes are made accessible for people with hearing or visual impairments through subtitles, Austrian Sign Language (ÖGS), or audio description, as well as through plain language. News in plain language not only helps people with learning disabilities better understand the news world but also benefits many older people and those with limited German language skills.

In 2022, 46.7 percent of the entire ORF television programme (ORF 1, ORF 2, ORF III, and ORF SPORT +) had at least one accessible feature – either subtitles, audio description, and/or Austrian Sign Language. This is an increase of around 17 percent compared to the previous year.

In the summer of 2023, the area of 'Accessibility and Inclusion' was structurally enhanced.

EXPANSION UNTIL 2030

The legally required action plan of the ORF for accessibility is the basis for expanding the accessible programme offering. It stipulates that the ORF continuously increases the proportion of accessible programmes (base year 2020). By 2030, accessibility for all television programmes with spoken content is to be achieved.

The key points and goals of the current action plan (2022-25) are:

- Increase the subtitle rate to nearly 52 percent by 2025
- Raise the audio description rate to more than 8 percent by 2025 (if possible)
- Daily news in Simple Language in an ORF program
- Focus on Austrian Sign Language (e.g., in children's programmes)
- Increased use of new technologies

NUMBER OF EMPLOYEES UNDER THE DISABILITY EQUALITY ACT ORF Indicator 05

| | |
|---|------|
| | 2022 |
| Number of employees as of December 31 st | 90 |

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Delil Yilmaz interprets live in front of the camera into Austrian Sign Language (ÖGS).

ADDITIONAL MEASURES IN THE AREA OF ACCESSIBILITY

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ACCESSIBILITY FOR ALL

The ORF actively works to create accessible spaces to facilitate equal access for all employees and guests. In the newly constructed buildings in 2022, the ORF adhered to current guidelines and standards for accessibility. In renovation projects where this might not be mandatory, the ORF has decided to apply this standard as much as possible. Despite some regional studio buildings and parts of the ORF Media Campus being under historical preservation, the ORF takes steps to ensure accessibility in these areas.

This includes the gradual replacement of conventional doors with motorised doors on main connections in the building, the installation of ramps, the use of audio support for guided tours, partial accessibility of entrances and exits, and restroom facilities. Additional measures, in collaboration with advocacy groups for people with disabilities, are still in the planning stage and will be implemented in the coming years.

INCLUSIVE MEDIA PRACTICE

Following the successful establishment of the 'Inclusive Editorial Department' (see ORF Sustainability Report 2021/22), another programme, the first 'Inclusive Media Practice,' was launched

in January 2023. It is a seven-month training programme for six young people with disabilities. The goal is to qualify participants for application to the ORF's trainee program. They work directly in the editorial offices and, through theoretical introductions, engage with various areas of journalism (radio, television, online). The 'Inclusive Media Practice' is a training programme of the ORF Training Department in collaboration with the AMS (Public Employment Service Austria) and the Ministry of Social Affairs.

Closure ceremony of the 'Inclusive Media Practice'.



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HITRADIO Ö3 SEEKS APPRENTICESHIPS FOR YOUTH WITH DISABILITIES

On May 1, 2022, the Ö3 apprentice campaign 'I want to work and I can work. And I deserve a chance' took place for the third time, where ten youths with disabilities looking for an apprenticeship were presented for a day, representing all apprenticeship seekers with disabilities. This annual initiative aims to encourage businesses to open apprenticeships for youths with disabilities, thus providing them with an equal opportunity in the workplace.

Throughout the day, the youths shared their goals and wishes in conversations with Ö3 moderator Philipp Hansa. Interested businesses could directly contact the Ö3 website and were then mediated by the NEBA business service of the Ministry of Social Affairs in cooperation with the AMS.

The result: In 2022, this initiative offered 145 apprenticeships to apprentices with disabilities.

The Ö3 action day was awarded a special prize by the Lehrlingsmarketing Awards – Brands 4Young Talents.



GENDER EQUALITY OF MEN AND WOMEN AT ORF GRI 3-3

The strategy and goals for gender equality are anchored in the ORF Act, and their implementation is subsequently recorded in the Equality Plan. A women's quota is part of these goal formulations. To monitor the effectiveness and progress in terms of equality, both the activities of the equality bodies and the implemented measures are summarised annually in a report and communicated to the ORF management and the ORF Foundation Council.

GENDER EQUALITY RESULTS 2022 AND GOALS FOR 2023

In 2022, the proportion of women among all employees in ORF exceeded the legally defined target for the first time, reaching 45.4 percent.

There was a more significant increase in the proportion of women in leadership positions compared to previous years. An increase of 1.7 percentage points resulted in an average of 37.1 percent. With 45 percent of women in leadership, the average is significantly higher than that of other member organisations of the European Broadcasting Union (EBU). Of the 14 ORF directorates, there was an increase in 11 directorates.

In spring 2022, the Equality Plan was updated, and new ambitious goals were defined for each directorate: By the end of 2023, the proportion of women in the top management level should be 32 percent, and the average for leadership positions should be 40 percent.

DIVERSITY IN SUPERVISORY AND LEADERSHIP BODIES 2022 GRI 405-1

| | Women | Men |
|--|--------|--------|
| Foundation Council | 37.1 % | 62.9 % |
| Audience Council | 34.5 % | 65.5 % |
| Management | 60 % | 40 % |
| Leadership positions from pay grade 8 upward | 37.1 % | 62.9 % |

As of December 31, 2022

High proportion of women at the RSO. Marin Alsop has been serving as chief conductor since 2019.

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DIVERSITY AMONGST EMPLOYEES GRI 405-1

| | Gender | | Age Group | | |
|--|-------------|-------------|-----------------------|----------------|----------------------|
| | Women | Men | Under 30 Years Old | 30-50 years | Over 50 Years Old |
| Programme | | | | | |
| Programme Direction | 59 % | 41 % | 2 % | 39 % | 58 % |
| Radio Direction | 53 % | 48 % | 7 % | 52 % | 41 % |
| Administration & Technology | | | | | |
| General Directorate | 52 % | 48 % | 7 % | 51 % | 42 % |
| Commercial Directorate | 66 % | 34 % | 6 % | 54 % | 40 % |
| Technical Directorate | 16 % | 84 % | 3 % | 41 % | 56 % |
| Regional Studios | | | | | |
| Regional Directorates | 47 % | 53 % | 5 % | 47 % | 48 % |
| Total | 46 % | 54 % | 5 % | 47 % | 48 % |

*Based on employment figures as of December 31, 2022.

EMPLOYEES ON MATERNITY/PATERNITY LEAVE*

| | 2022 |
|--------------|-----------|
| Women | 52 |
| Men | 10 |
| Total | 62 |

* Based on employment figures as of December 31, 2022

GENDER PAY GAP GRI 405-2

| | 2021 | 2022 |
|---|---------|---------|
| Ratio of gross earnings of women to men | -11.9 % | -12.2 % |

ADDITIONAL MEASURES BY THE EQUAL OPPORTUNITIES OFFICER

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VISIBILITY IN PROGRAMMING 50:50-CHALLENGE

The 50:50-Challenge at ORF (see also ORF Sustainability Report 2020/21, p. 76) was continued during the reporting period. The participation of women in the featured programmes averaged 41% in 2022. Since 2023, the project has been managed independently by the respective editorial teams and monitored, including goal achievement. A snapshot analysis conducted by APA-DeFacto in 2022 on behalf of the ORF regarding gender representation in ORF 1 and ORF 2 found that of the individuals who were visible and audible in the programmes, 37% were female, 63% male, and 0.1% were diverse.

ORF GUIDE ON THE TOPIC OF HARASSMENT IN THE WORKPLACE

"Speak up"- At the end of 2022, an internal information campaign on dealing with sexual harassment in the workplace was launched. The content of the campaign includes a guide for all employees and an expansion of the training offerings for executives on the topic. The guide aims to provide clarification and awareness, thoroughly explaining the concept of 'sexual harassment,' outlining the legal framework, and providing a clear compilation of contact persons, internal contact points, as well as further information on external

counselling services. The accompanying half-day workshops on this topic, mandatory for all executives, are also accessible to all interested employees.

The topics of sexual harassment in the workplace and gender equality are equally discussed in the entire film and media industry. Therefore, the equal opportunities officers of ORF regularly exchange views with representatives of the film industry to formulate codes of conduct and coordinate measures and quotas for the allocation of funding.

MENTORING IN THE TECHNICAL DIRECTORATE

In November 2022, the first one-year mentoring programme in the Technical Directorate was launched, under the leadership of the Personnel Administrator of the Technical Directorate and the HR department. The programme is aimed at women newly employed in the Technical Directorate, who are mentored for one year by a mentor. The goal is to facilitate the establishment of a network and improve the onboarding process in a male-dominated department.

More information about the activities of the Equal Opportunities Committees can be found in the ORF Equal Opportunities Report 2022 and at [zukunft.ORF.at](https://www.zukunft.ORF.at).

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Medical Service Provider:
PremiQaMed Group

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RESPONSIBLE EMPLOYER GRI 3-3

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To maintain and promote the health of employees, a Cardio Centre was opened during the reporting period. It is an additional offering in the newly established Health Centre at the ORF Media Campus. The location now has a broad medical offering. The ORF contributes to the preservation of the health of its employees through this initiative.

Within the reporting year, numerous training sessions and further education were implemented. After pandemic-related adjustments (distance learning), these were once again organised in person.

HEALTH AT ORF GRI 403-6

Health protection is a legal obligation and one of the central themes for a responsible employer. The focus is on measures that directly reduce or, ideally, prevent health risks related to the profession. The health of employees at ORF is promoted through three pillars:

- Health and preventive examinations
- Cardio Centre
- Occupational medicine

At the Vienna locations, ongoing preventive examinations are offered by the external service provider PremiQaMed Group. The aim of the offering is to increase participation in preventive

measures and, consequently, prevent sick leave. Specialist doctors regularly hold consultations at the ORF Media Campus, such as ophthalmologists and orthopaedic specialists.

In the Cardio Centre, cardiovascular health can be trained using medical sports equipment. Additionally, there is a course offering to strengthen the back muscles and other areas of the musculoskeletal system affected by prolonged sitting.

Occupational medicine has the task of creating a workplace that promotes health, which is why it is the third pillar of health promotion at ORF. Furthermore, properly adjusted monitors, lighting, and good air quality also influence health in the workplace.

SURVEY 'PSYCHOLOGICAL STRAIN IN THE WORKPLACE'

ORF
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In order to improve mental health in the workplace, tension fields were identified in June 2023 through an online survey. The goals, in accordance with human-centred work design, are the preservation and promotion of the health of employees. The survey identified potentially harmful working conditions, which are to be improved to subsequently promote the mental health of employees and reduce illness-related absenteeism and workplace accidents.

The survey was conducted and evaluated by an external contractor using standardised questionnaires. Nearly two-thirds of the workforce participated in the survey. Measures will be developed after analysing the results and involving employees and managers in workshops. The survey applies to

all directorates, regional studios, and subsidiaries of the ORF. Occupational medicine supports the evaluation of psychological stress.

Efforts are also made through training to enhance the health of employees.

TRAINING TO PROMOTE HEALTH

- Emergency Psychological Counselling
- Coaching
- Finally a Non-Smoker: Forever!
- Substance Use and Work – a Topic for Managers
- Neurons & Bytes: Brain and the Digital World
- The Art of Remaining Calm – Stress Management in the Challenging Workday
- Resilience Training



CONTINUING EDUCATION FOR ORF EMPLOYEES GRI 404-2

In the reporting year, a total of 1,467 training sessions were offered, which is more than the previous year. This represents a 22.25% increase in training compared to 2021.

The training covers all areas of competence within the ORF. In addition to a strong focus on the training and further education of journalists, there is also a programme for employees in technical, administrative, and managerial roles.

Numerous training sessions were also offered in the areas of social and environmental sustainability, as well as ethical corporate governance. These offerings have been increasing in recent years. Events on the topic of climate journalism have become a fixed part of journalistic training at ORF. In the field of social sustainability, there are sometimes mandatory training sessions such as gender equality in the workplace. The topic of compliance is offered continuously through an e-learning course.

TRAININGS

| | 2021 | 2022 |
|-----------------------------|-------|-------|
| Number of training sessions | 1,200 | 1,467 |
| Number of participants | 5,800 | 7,722 |

Interview management is one of the basic skills taught in training sessions.



Independence and objectivity are of central importance for public-service media companies like the ORF. As the electronic flagship medium of the country, the ORF has a special responsibility in dealing with compliance issues and possesses corresponding regulations that go beyond legal requirements.

ETHICAL CORPORATE GOVERNANCE

ETHICS, COMPLIANCE, JOURNALISTIC INDEPENDENCE

GRI 3-3, GRI 2-23, GRI M3

ORF

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Independence and objectivity are of central importance for public-service media companies like the ORF. As the electronic leading medium of the country, the ORF has a special responsibility in dealing with compliance issues and possesses corresponding regulations that go beyond legal requirements. The regulatory framework of the ORF is primarily shaped by the ORF Act and the KommAustria.

In addition, there are internal guidelines for ORF employees. These include, among others, the programme guidelines, the editorial statute, the code of conduct for journalistic activity, and the ORF mission statement. In addition to ensuring rule compliance and ethical conduct, the goal is to guarantee journalistic independence and thus meet the high standards of information quality. All guidelines are publicly accessible on [zukunft.ORF.at](https://www.zukunft.orf.at). The programme guidelines describe how the ORF implements the principles and legal mandates of public-service broadcasting in Austria with a high-quality and diverse programme for everyone. The editorial statute ensures the independence, self-responsibility, and freedom of journalistic employees in their editorial work. Based on this statute, the code of conduct for journalistic activity was created to ensure the quality, authenticity, and credibility of ORF reporting.

Compliance topics such as anti-corruption, benefits, and acceptance of advantages are regulated by specific directives. Another directive addresses the area of secondary employment.

Independence, credibility, incorruptibility – the highest values in journalism: ORF correspondent Paul Krisai was honoured as the "Journalist of the Year" in 2022.



ETHICS COUNCIL AND ETHICS COMMISSION

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The Ethics Council, which is equally composed of representatives appointed by the Director General and the Editorial Board, is responsible for interpreting the Code of Conduct. Additionally, it serves as a point of contact for advising on all measures to ensure compliance with and adherence to the Code of Conduct. The Ethics Council is also responsible for reports on the planned suitability review of this code. It can be invoked by all personally affected parties, those involved in the approval process for secondary employment, or the Editorial Board. The Ethics Council can also take initiative on its own and communicate its decisions to the Director General and all involved parties. Evaluation reports are additionally published internally in an anonymised form (ORF Intranet).

In response to recent events during the reporting period, ORF Director General Mag. Roland Weißmann established an Ethics Commission. The commission is tasked with reviewing existing regulations and providing recommendations to the management regarding potential revisions and handling of violations. The focus areas include "secondary employment", "benefits", "political activities/interaction with political decision-makers", "conflicts of interest", and "communication to the public (including social media)." The renowned media manager Ingrid Deltenre has been appointed as the chair. The commission will convene from September 2023 until the end of the year 2023.

WHISTLEBLOWER SYSTEM – REPORTING IRREGULARITIES IN THE COMPANY

Training ensures that all employees are informed about the existing compliance rules and sensitised to the topic. In 2022, in-person training sessions did not take place, but there was an online training offering available for all employees on the ORF intranet (ORF IN).

COMPLIANCE TRAINING

Training ensures that all employees are informed about the existing compliance rules and sensitised to the topic. In 2022, in-person training sessions did not take place, but there was an online training offering available for all employees on the ORF intranet (ORF IN).

Internal guidelines for journalists, Public Value Report, and Sustainability Report serve the quality assurance of ORF.



QUALITY ASSURANCE OF THE ORF PROGRAMMES

GRI M2, GRI M7, GRI M6

In addition to internal guidelines for quality assurance in reporting, the fulfilment of the ORF's public service core mission is annually reviewed. Within the framework of the developed quality assurance system, the balance of content offerings for television and radio programmes, as well as the satisfaction and interests of the audience, are determined. As qualitative measures of the quality assurance system, structured audience

discussions and discussions with experts are also conducted annually. The fulfilment of the public service core mission is documented in the annually published Public Value Report. More information on all measures of ORF quality assurance and additional figures, data, and facts on ORF media production are published on the ORF Public Value website [zukunft.ORF.at](https://www.zukunft.orf.at).

INFORMATION ABOUT ORF

ACTIVITIES OF THE ORF GRI 2-1, GRI 2-6

ORF

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The Austrian Broadcasting Corporation is the largest media company in Austria and is constituted as a public-law foundation. The ORF Act regulates the tasks of the ORF, which is obligated to the entire society. With its comprehensive offerings in the programme pillars of Information, Culture and Religion, Entertainment, and Sports on television, radio, and online, the ORF fulfils its public-law core mandate. To create programmes for television, radio, and online for all Austrians, the ORF is active in several business areas – from journalistic activities at home and abroad, in-house productions, and film and television productions in collaboration with clients to the marketing of Austrian creative works – such as films, series, and concerts – to European broadcasters. In addition, transmission facilities for television and radio programmes in all nine federal states are operated by the subsidiary ORS.

More information about the ORF and its activities, including programme reach and revenue structure, is published on the ORF's Public Value website, [zukunft.ORF.at](https://www.zukunft.orf.at), including the 2022 annual report.

ORF EMPLOYEES:

3,265 employees and 491 freelance employees are working for the ORF in Austria, with a total of 13 locations, including 25 correspondents in 16 offices worldwide. About half of them are active in the journalistic field. The headquarters are located in Vienna. As the largest media provider in the country, the ORF operates regional studios in each of the nine federal states. Since mid-2022, 356 employees have been serving in the new multimedia newsroom at the ORF Media Campus.

| ORF Foreign Offices | |
|---------------------|------------|
| Belgrade | Madrid |
| Berlin | Moscow |
| Brussels | Paris |
| Budapest | Beijing |
| Istanbul/Tehran | Rome |
| Cairo | Tel Aviv |
| Kyiv | Washington |
| London | Zurich |

EMPLOYEES* 2022 GRI 2-7

| | |
|---------------------------|-------|
| Total Number of Employees | 3,127 |
| Those of which are women | 1,449 |
| Those of which are men | 1,678 |
| Permanent Employees | 3,033 |
| Those of which are women | 1,389 |
| Those of which are men | 1,644 |
| Fixed-Term Employees | 94 |
| Those of which are women | 60 |
| Those of which are men | 34 |
| Full-Time Employees | 1,976 |
| Those of which are women | 700 |
| Those of which are men | 1,276 |
| Part-Time Employees | 1,151 |
| Those of which are women | 749 |
| Those of which are men | 402 |

* Based on employment figures as of December 31, 2022.

EMPLOYEES WHO ARE NOT PERMANENT STAFF* 2022 GRI 2-8

| | |
|-------------------------------------|-----|
| Permanent Leased Employees | 138 |
| Freelance Workers | 490 |
| Total number of non-permanent staff | 629 |

*Based on employment figures as of December 31, 2022.

COMPANY MANAGEMENT GRI 2-9, GRI 2-10, GRI 2-11, GRI 2-28

The organs of ORF consist of the Board of Trustees, the General Director, and the Audience Council. The Corporate Governance Code of ORF, which establishes rules for good and responsible corporate governance specifically for ORF as a public-law foundation, adheres to state-of-the-art standards. The regulatory authority KommAustria oversees legal matters. ORF is a member of the European Broadcasting Union (EBU).

BOARD OF TRUSTEES

The Board of Trustees is the supervisory body of ORF, consisting of 35 members. The current Board of Trustees comprises 13 women and 22 men in two committees (Finance and Technology Committee and Programme Committee). Its term began in May 2022 and lasts for four years. The Chairman of the Board of Trustees does not hold any other positions within ORF. Members of the Board of Trustees are appointed in accordance with the provisions of the ORF Act.

MANAGEMENT AND LEADERSHIP

The General Director of ORF serves as the sole managing director, appointed by the Board of Trustees for a period of five years. Directors and regional directors are appointed by the Board of Trustees based on his recommendations. For the first time, three women are part of the ORF management, opposing two men.

AUDIENCE COUNCIL

The Audience Council currently consists of 29 members, including ten women and 19 men. The term of office lasts for four years, and its tasks and competencies are regulated by the ORF Act. Among other responsibilities, the Audience Council provides recommendations to the management for ORF programme design.

ORF management (from left to right): Technical Director Harald Kräuter, Programme Director Stefanie Groiss Horowitz, General Director Roland Weißmann, Radio Director Ingrid Thurnher, Administrative Director Eva Schindlauer.

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GRI INDEX

| | |
|-------------------------|---|
| Statement of use | The ORF has reported in accordance with the GRI Standards for the period from January 1, 2022 to December 31, 2022. |
| Applied GRI 1 Standards | GRI 1: Foundation 2021 |

GENERAL INFORMATION

| GRI Standard / other source | Disclosure | Name | GRI Sector Standard Ref. No. | |
|---------------------------------|--|--|---|------|
| General Disclosures | | | | |
| GRI 2: General Disclosures 2021 | The organisation and its reporting practices | | | |
| | 2-1 | Organisational details | P. 62, 69 | |
| | 2-2 | Entities included in the organisation's sustainability reporting | P. 6; A list of fully consolidated subsidiaries included in ORF's financial reporting can be viewed in the consolidated financial statements on zukunft.ORF.at. Sustainability reporting pertains only to the ORF group parent. | |
| | 2-3 | Reporting period, frequency, and contact point | P. 6, 69; The consolidated financial statements are prepared as of December 31, 2022. For sustainability reporting, projects and measures from the year 2023 are also reported for topicality. | |
| | 2-4 | Restatements of information | No restatements or re-presentations were made. | |
| | 2-5 | External assurance | The report was not externally audited. | |
| | Activities and Workers | | | |
| | 2-6 | Activities, value chain, and other business relationships | P. 62 | |
| | 2-7 | Employees | P. 63 | |
| | 2-8 | Workers who are not employees | P. 63 | |
| | Governance | | | |
| | 2-9 | Governance structure and composition | P. 64 | |
| | 2-10 | Nomination and selection of the highest governance body | P. 64 | |
| | 2-11 | Chair of the highest governance body | P. 64 | |
| | Strategy, Policies, and Practices | | | |
| | 2-22 | Statement on sustainable development strategy | P. 4 | |
| | 2-23 | Policy commitments | P. 59 | |
| | 2-28 | Membership associations | P. 64 | |
| | Stakeholder Engagement | | | |
| | 2-29 | Approach to stakeholder engagement | P. 11 | |
| | Material Topics | | | |
| | GRI 3: Material Topics 2021 | 3-1 | Procedures to determine material topics | P. 8 |
| 3-2 | | List of material topics | P. 8 | |

MATERIAL GOVERNANCE TOPICS

| GRI Standard / other source | Disclosure | Name | GRI Sector Standard Ref. No. |
|----------------------------------|------------|--|---|
| Journalistic Independence | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | P. 59 |
| GRI G4 Media-specific Standards | M2 | Methodology for assessing and monitoring adherence to values in content creation | P. 61 |
| | M3 | Measures to improve adherence to values in content creation and results obtained | P. 59 |
| | M6 | Methodology for interacting with the audience and results | P. 61 |
| | M7 | Measures to empower the audience through the development of media education and results obtained | P. 61 |
| Ethics and Compliance | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | P. 59 |
| GRI 205: Anti-corruption 2016 | 205-3 | Confirmed incidents of corruption and actions taken period. | There were no incidents during the reporting period |

MATERIAL ENVIRONMENTAL TOPICS

| GRI Standard / other source | Disclosure | Name | GRI Sector Standard Ref. No |
|---|------------|---|-----------------------------|
| Programme with environmental sustainability | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | P. 13 |
| ORF Indicator | O1 | Reach of programmes with sustainability | P. 15 |
| Green Producing | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | P. 19 |
| ORF Indicator | O2 | Number of Green Productions | P. 19 |
| Climate Protection | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | P. 26 |
| GRI 305: Emissions 2016 | 305-1 | Direct (Scope 1) GHG emissions | P. 30 |
| | 305-2 | Energy indirect (Scope 2) GHG emissions | P. 30 |
| | 305-3 | Other indirect (Scope 3) GHG emissions | P. 30 |
| GRI 306: Waste 2020 | 306-3 | Waste generated | P. 36 |

MATERIAL SOCIAL TOPICS

| GRI Standard / other source | Disclosure | Name | GRI Sector Standard Ref. No. |
|---|------------|---|------------------------------|
| Humanitarian Broadcasting | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | P. 39 |
| ORF Indicator | O3 | Donation amount per relief action | P. 42 |
| Labour/management relations | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | P. 55 |
| GRI 403: Occupational health and safety 2018 | 403-6 | Promotion of worker health | P. 55 |
| GRI 404: Training and Education 2016 | 404-2 | Programmes for upgrading employee skills and transition assistance programmes | P. 57 |
| Equality | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | P. 50 |
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 | Diversity of governance bodies and employees | P. 50, 52 |
| | 405-2 | Ratio of basic salary and remuneration of women to men | P. 52 |
| Accessibility (in programming) | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | P. 44 |
| ORF Indicator | O4 | Share of barrier-free offerings | P. 44 |
| ORF Indicator | O5 | Employees under the Disability Employment Act | P. 46 |

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ENERGY INDICATORS OF SELECTED ORF LOCATIONS

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| ORF Burgenland | | 2021 | 2022 | Unit |
|--------------------------|--------------------|--------|--------|----------------------|
| Energy | Electricity | 1,068 | 1,029 | MWh |
| | PV (Photovoltaic) | 30 | 28.25 | MWh |
| | Gas | 1,049 | 540 | MWh |
| Mobility – Vehicle Fleet | Petrol Consumption | 1,685 | 2,047 | l |
| | Diesel Consumption | 13,792 | 13,274 | l |
| Emergency Power | Diesel Consumption | 175 | 171 | l |
| Water Consumption | | 2,271 | 2,267 | m ³ /year |



| ORF Carinthia | | 2021 | 2022 | Unit |
|--------------------------|----------------------|-------|-------|----------------------|
| Energy | Electricity | 1,044 | 927 | MWh |
| | District Heating | 987 | 710 | MWh |
| Mobility – Vehicle Fleet | Gasoline Consumption | 0 | 0 | l |
| | Diesel Consumption | 675 | 481 | l |
| Emergency Power | Diesel Consumption | 653 | 427 | l |
| Water Consumption | | 986 | 1,273 | m ³ /year |

| ORF Lower Austria | | 2021 | 2022 | Unit |
|--------------------------|----------------------|--------|--------|----------------------|
| Energy | Electricity | 1,004 | 937 | MWh |
| | District Heating | 263 | 168 | MWh |
| Mobility - Vehicle Fleet | Gasoline Consumption | 215 | 10 | l |
| | Diesel Consumption | 11,117 | 14,036 | l |
| Emergency Power | Diesel Consumption | 600 | 500 | l |
| Water Consumption | | 843 | 901 | m ³ /year |





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| ORF Upper Austria | | 2021 | 2022 | Unit |
|--------------------------|----------------------|-------|-------|----------------------|
| Energy | Electricity | 1,019 | 838 | MWh |
| | PV | 22 | 22.81 | MWh |
| | District Heating | 824 | 368 | MWh |
| Mobility - Vehicle Fleet | Gasoline Consumption | 0 | 0 | l |
| | Diesel Consumption | 1,719 | 2,182 | l |
| Emergency Power | Diesel Consumption | 602 | 406 | l |
| Water Consumption | | 1,618 | 1,747 | m ³ /year |

| ORF Salzburg | | 2021 | 2022 | Unit |
|--------------------------|----------------------|---------------|---------------|----------------------|
| Energy | Electricity | 1,108 | 1,240 | MWh |
| | PV | n.a. | 24.61 | MWh |
| | District Heating | 1,021 | 681 | MWh |
| Mobility - Vehicle Fleet | Gasoline Consumption | 44 | 0 | l |
| | Diesel Consumption | 9,748 | 7,841 | l |
| Emergency Power | Diesel Consumption | 571 | 324 | l |
| Water Consumption | | 1,062 (20/21) | 1,446 (21/22) | m ³ /year |



| ORF Styria | | 2021 | 2022 | Unit |
|--------------------------|----------------------|---------------|-------------|----------------------|
| Energy | Electricity | 1,331 | 1,223 | MWh |
| | District Heating | 398 | n.a. | MWh |
| Mobility - Vehicle Fleet | Gasoline Consumption | 136 | 176 | l |
| | Diesel Consumption | 7,463 | 10,797 | l |
| Emergency Power | Diesel Consumption | 530 | 236 | l |
| Water Consumption | | 1,480 (21/22) | 840 (22/23) | m ³ /year |

| ORF Tirol | | 2021 | 2022 | Unit |
|--------------------------|----------------------|--------|--------|----------------------|
| Energy | Electricity | 1,268 | 1,273 | MWh |
| | Gas | 1,159 | 995 | MWh |
| Mobility - Vehicle Fleet | Gasoline Consumption | 0.00 | 65 | l |
| | Diesel Consumption | 16,402 | 12,093 | l |
| Emergency Power | Diesel Consumption | 350 | 71 | l |
| Water Consumption | | 1,467 | 1,385 | m ³ /year |





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| ORF Vorarlberg | | 2021 | 2022 | Unit |
|--------------------------|----------------------|----------|----------|----------------------|
| Energy | Electricity | 1,087 | 976 | MWh |
| | Bio-District Heating | 647 | 371 | MWh |
| Mobility - Vehicle Fleet | Gasoline Consumption | 1,197 | 954 | l |
| | Diesel Consumption | 6,485 | 6,450 | l |
| Emergency Power | Diesel Consumption | 121 | 991 | l |
| Water Consumption | | 1,181.91 | 1,073.09 | m ³ /year |

| Broadcasting House / Including ORF Vienna | | 2021 | 2022 | Unit |
|---|----------------------|--------|--------|----------------------|
| Energy | Electricity | 3,084 | 2,855 | MWh |
| | District heating | 3,863 | 3,888 | MWh |
| Mobility - Vehicle Fleet | Gasoline Consumption | 1,840 | 3,643 | l |
| | Diesel Consumption | 8,466 | 7,582 | l |
| Emergency Power | Diesel Consumption | 514 | 561 | l |
| Water Consumption | | 14,701 | 14,452 | m ³ /year |



| ORF Media Campus | | 2021 | 2022 | Unit |
|--------------------------|-------------------------------|--------|---------|----------------------|
| Energy | Electricity | 25,270 | 26,246* | MWh |
| | District Heating | 15,424 | 12,638 | MWh |
| | Solar (Own Heat Production) | 65 | 64.16 | MWh |
| Mobility - Vehicle Fleet | Gasoline Consumption | 3,065 | 2,842 | l |
| | Diesel Consumption | 10,066 | 10,694 | l |
| Emergency Power | Diesel Consumption | 20,341 | 17,230 | l |
| Water Consumption | Consumption of Service Water | 52,887 | 58,511 | m ³ /year |
| | Consumption of Drinking Water | 16,935 | 17,538 | m ³ /year |

1 (A) = Exhaust Air, (KW) = Chilled Water, PV = Photovoltaics (Self-Production)

2 Additional consumption due to 100 % fresh air supply in room ventilation (Corona measure)

Note: The key figures listed under "Broadcasting House / Including ORF Vienna" in the years indicated are the summary of the consumption key figures for the national radio station Ö1, the radio news centre for Ö1, and the star news for all provincial studios, the RadioKulturhaus, the Vienna Radio Symphony Orchestra and the Vienna provincial studio.

* **Increased consumption due to commissioning of new building

