

We deliver for you.



Austrian Post AG – Sustainability Report, September 2007



We fulfil our responsibility.

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STATEMENT BY THE MANAGEMENT BOARD



*Anton Wais,
Chairman of the
Management Board*

*Rudolf Jettmar,
Deputy Chairman of the
Management Board*

*Herbert Götz,
Member of the
Management Board*

*Walter Hitziger,
Member of the
Management Board*

Ladies and Gentlemen,

We fulfil our responsibility – that is simultaneously the mission and the agenda of Austrian Post with its 25,000 employees. We are committed to treating the economic, social and ecological aspects of our business operations as an integrated whole.

“Individualisation instead of bulk mail” is the top priority when it comes to advertising mail. By means of individualised direct mailings, we actively contribute to a higher level of efficiency and a more prudent use of natural resources.

As Austria’s universal postal services provider, we are committed to fulfilling our corporate social responsibility: We are legally required to provide reliable, top quality nationwide postal services on behalf of the Austrian population. In this way, our company makes an important contribution towards maintaining and safeguarding the communications infrastructure of the country. This is a major responsibility, which our employees fulfil by means of their dedicated and efficient work, each and every day – fully aware of the value of the services they perform for the benefit of our customers and Austria as a business location.

Our corporate way of doing business is also oriented to sustainability. In addition to the economic success which Austrian Post as a publicly listed company is committed to achieving on behalf of its shareholders – the Republic of Austria as well as institutional and private investors – we proactively and consciously assume responsibility towards society, our employees and the environment.

On the following pages, we will present an overview of how we are specifically doing that.

We deliver for you – now and in the future.

The Management Board of Austrian Post

A stylized logo symbol consisting of a thick black line that forms a series of loops and curves, resembling a calligraphic 'V' or a similar abstract shape.

Pos'

The Company

- Deep-seated commitment to corporate social responsibility
- Consideration of all stakeholder interests
- Economic, social and ecological aspects as integrated whole
- Oriented to the UN Global Compact

MISSION & VISION

*Dispatch – deliver:
That sounds so simple.
But it's the key to our success.*

*Good relationships to people drive our customers' business. And their success is crucial to our own.
"Our customers' success is at the heart of everything we do".*

We provide high quality postal services throughout Austria.

Our branch network and delivery staff ensure that Austrian Post is present wherever it's needed.

We operate a highly-efficient infrastructure that ranks among the most advanced in Europe.

We regularly monitor and optimise our quality of service.

We are constantly developing new services.

We are investing in growth and expanding into promising markets.

CSR principles of Austrian Post

Responsibility to stakeholders

As one of Austria's largest companies, Austrian Post is aware of its responsibility towards its stakeholders and the social environment. For this reason, the company has committed itself to appropriately taking into consideration the interests of all target groups – employees and their relatives, shareholders, customers, business partners, the general public and the media, public

authorities (national, provincial and local) and municipalities as well as non-governmental organisations when formulating its business strategies and carrying out its business operations.

Austrian Post orients its activities to the principles of the UN Global Compact, which was developed in 2002

following an initiative launched by the United Nations, and which encompasses 10 fundamental principles defining minimum ecological and social standards. These tenets comprise the primary demands of the international community represented in the United Nations pertaining to a sustainable business management in the interests of all stakeholders.

Increase in shareholder value

The top priority of the Management Board of Austrian Post is to strategically orient and manage the company in such a manner as to ensure the sustainable increase in shareholder value. Only a company that grows and expands can seriously assume its social responsibilities on a long-term basis, and make an appropriate contribution to fulfilling social needs. Accordingly, corporate structures are continually being evaluated, in order to exploit optimisation potential and maintain the competitiveness of Austrian Post. This approach, combined with the consistent implementation of an international expansion strategy, ensures the achievement of the targeted long-term corporate success.

Social responsibility

With a total of 25,000 employees, Austrian Post ranks among the largest employers in Austria. It aims to continue offering attractive, future-oriented jobs, promoting the professional advancement of women and the creation of flexible working schedules.

Ongoing optimisation measures and process improvements are essential as the basis to sustainably ensure the competitiveness of the company and its future existence. The adjustments made in the number of employees in line with current requirements are carried out by

strictly paying attention to social aspects and by maximally exploiting the process of natural employee fluctuation.

Health and safety of employees

Job safety and health protection as well as the promotion of occupational health are key components of Austrian Post's corporate policies. Motivated and productive employees are the cornerstone of the tried and tested logistics concept, which ensures daily postal deliveries to customers. An indispensable prerequisite is ensuring a healthy, safe and secure working environment.

Economic success based on respect for the environment

The efficient and prudent use of natural resources is an important priority for Austrian Post, as can be shown by numerous projects, for example the participation in the Greenhouse Gas Reduction Programme of PostEurop. Within the next five years, Austrian Post is committed to achieving a 10% reduction in greenhouse gas emissions within the entire company, taking into account the company's competitiveness and its portfolio of services.

Our Stakeholders

Customers

Austrian Post provides its customers across the nation with postal and customer services at fair prices. Attractive products and services, comprehensive customer care and a highly committed workforce ensure excellent quality standards, which are confirmed by independent tests.

Shareholders

In the last five years, Austrian Post has paid high dividends to its majority shareholder ÖIAG and thus to the Republic of Austria. A considerable increase in the value of the company was achieved due to the successful restructuring and Initial Public Offering. Since the IPO, 49% of Austrian Post shares have been held by institutional and private investors in Austria and abroad.



Employees

The Austrian Post Group has responsibility for a total of about 25,000 employees. In accordance with the slogan “Increase competitiveness but remain socially responsible”, an important goal of Austrian Post is to maintain its position as a popular employer, whose focus continues to be on actively promoting the professional development of its staff.

Business partners

Austrian Post always treats its suppliers and business partners fairly, and regards them as equal partners with valuable expertise. Due to its sound finances, Austrian Post has traditionally been considered a reliable and predictable business partner that stands by its customers, even in difficult situations.

st.at

Environment

Austrian Post has one of Austria's largest vehicle fleets, and thanks to ongoing modernisation, its environmental performance is among the best. Austrian Post also demonstrates its environmental awareness by a number of waste prevention initiatives.

Communities

Nationwide outreach and an open dialogue are the hallmarks of the relationship between Austrian Post and Austrian communities. Numerous meetings have been held with local authority representatives as part of a broad-based consultation scheme on network restructuring. Today more than 1,300 company operated branches are complemented by more than 600 post partner offices and 5,000 rural delivery staff, ensuring nationwide service in areas where branches are no longer profitable.

Regulatory environment

Most of Austrian Post's operations are carried out within the framework of a regulated business environment stipulating the provision of universal postal services, with clearly-defined delivery quality and service standards. Austrian Post is well prepared for the increased competition that the planned EU-wide market opening will bring.

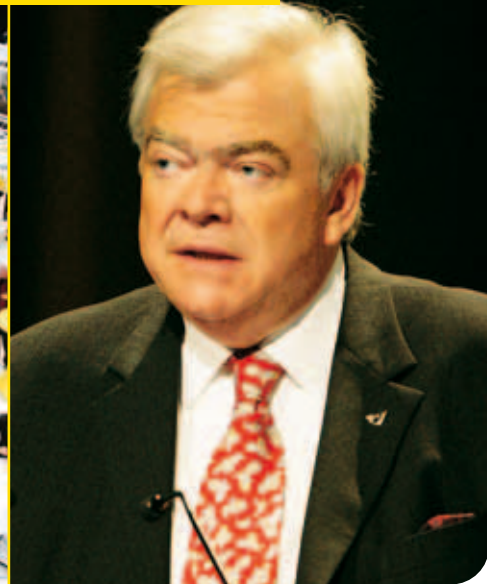
Society

Austrian Post is one of the country's largest employers, and its nationwide branch network provides access to top quality postal services for all Austrians. As a result of its strong financial performance, Austrian Post paid EUR 49m in taxes in 2006.

We assume responsibility

Austrian Post assumes responsibility on many levels: towards its employees, customers and shareholders – but also towards the society and the domestic economy.

In line with the slogan "We deliver for you", Austrian Post carries out an active dialogue with all stakeholder groups. The Annual General Meeting and employee meetings provide the opportunity to pose questions directly to the Management Board.



Responsibility to Austria

The successful fusion of tradition and progress, consistency and dynamic development, universal postal services and free market competition as well as the tried and tested reliability of service in the midst of ongoing innovations requires a distinctive form of responsibility. Austrian Post consciously and seriously assumes responsibility within the context of its long

tradition as Austria's leading provider of postal services.

Austrian Post has gained the trust of its customers, thanks to its outstanding performance and high level of competence. Fully aware of the high value of this confidence, Austrian Post operates in a responsible manner

towards its employees, customers, shareholders, business partners, suppliers and all other stakeholders who have justified claims against the company. Values such as reliability, security and trustworthiness will continue to ensure Austrian Post's success well into the future.

Responsibility to employees

Austrian Post considers itself to be a modern and trustworthy employer. With around 25,000 employees, the company ranks among the most important and attractive employers in the country, and offers future-oriented jobs throughout Austria.

Within the framework of the restructuring programme, which was essential as a means of sustainably safeguarding the company's competitiveness, Austrian Post considered it necessary to make changes in the number of employees. However, this was done by strictly paying attention to social aspects and by taking advantage of the process of natural employee fluctuation.

Responsibility to customers

Whether it involves a large business customer in a metropolitan area or a private customer in a thinly populated border region, Austrian Post delivers something to everybody.

Accordingly, Austrian Post operates three nationwide, high-powered, highly efficient networks:

- The letter mail network: daily, country-wide, of the utmost quality
- The parcel & logistics network: market leader in Austria, with nationwide coverage and top quality
- The branch network: one of the largest Austrian-wide distribution networks

Responsibility to the Austrian economy

In recent years, Austrian Post has invested approximately EUR 500m in the modernisation of its logistics infrastructure. Sorting centres have been newly constructed, delivery bases established, the vehicle fleet modernised and numerous other assets and operating resources have been procured, to name just a few examples. These investments form the basis for Austrian Post to provide sustainable, internationally recognised, top quality services.

Moreover, Austrian Post's core business operations involve ongoing contracts granted to domestic suppliers and service providers. As a result of these ongoing investments, Austrian Post has emerged as an important contractor for the Austrian business community.

Responsibility to shareholders

By means of their acquiring shares in Austrian Post, shareholders have displayed a high degree of confidence in the company. In turn, Austrian Post is committed to doing its very best, day in and day out.

Austrian Post considers a shareholder-friendly dividend policy as well as a business strategy designed to achieve profitable growth by offering new services and expanding geographically in attractive growth markets to be the cornerstones of its responsibility to shareholders.

Universal postal services in transition

The delivery of more than 1 billion letters annually to close to 4 million households and companies, reliably and at a fair price, reflects the way Austrian Post does business.

Reliable delivery throughout Austria, every day, to every door.



As the Austrian provider of universal postal services, Austrian Post fulfils the legal obligations imposed by the Universal Service Ordinance, taking its responsibility to society very seriously. The Universal Service Ordinance requires the company to provide specified postal services each and every day, to every delivery point throughout Austria, ensuring the highest possible service quality, and

all this at a unified price. That is the demanding mandate Austrian Post enjoys fulfilling – and is highly successful at. However, the Universal Service Ordinance tends to result in a competitive disadvantage for Austrian Post vis-à-vis alternative providers, which can operate in a fully flexible manner, and only choose to do business in those segments they have identified as being lucrative.

At present, Austrian Post delivers 1.1 billion letters each year to all 3.9 million Austrian households and companies. In order to achieve the required high level of service quality, the company has invested about EUR 500m in recent years to modernise its logistics infrastructure, thus directly contributing to an improvement in delivery quality. Today more than 95% of all domestic letters reach the recipient on the following working day – a top performance by anyone’s standards.

Irregardless of its universal service obligations, Austrian Post is increasingly faced with growing competition from alternative postal service providers. However, these competitors are not subject to the strict requirements stipulated by the Universal Service Ordinance. For this reason, they only offer selected services in selected regions.

The previous all-inclusive postal monopoly has been reduced to a “reserved area” within the letter mail segment, i.e. personally addressed letters with a weight limit of 50g. This serves as the basis for Austrian Post to finance the provision of universal, country-wide postal services. All other areas have been liberalised and thus opened to free competition.

According to a current proposal developed by the EU, what is left of the former postal monopoly is to be abolished, leading to a complete liberalisation of the letter mail market. However, the future of universal postal services, in particular the issue of financing, remains mostly unresolved.

Total market liberalisation – business framework

- Aware of the major responsibility it bears on behalf of all its customers, Austrian Post intensive-ly champions the **sustainable preservation of universal postal services**, as well as the creation of an effective **financing mechanism** to ensure universal postal services throughout the country.
- Austrian Post also demands a level playing field, i.e. **creating unified high standards applying to all providers** of universal postal services. This is the only approach which will sustainably satisfy the justified demands on the part of customers for high quality postal services.
- Moreover, Austrian Post is in favour of all postal service providers being **subject to the same legal requirements and equal competitive conditions**. Only a balanced and fair legal framework can prevent a deterioration of quality, both in terms of the services offered and terms of employment for postal employees

Top level performance in delivery speed.







Business

- Solid results as the basis for sustainable corporate success
- Value creation on behalf of all stakeholders
- Dynamic development of the Post share
- Active dialogue with investors

Business development 2006

Only a successful, growing company offers the economic basis to fulfil its corporate social responsibility on a long-term basis. In 2006, Austrian Post posted a remarkable performance, increasing EBIT by close to 20%.

Excellent revenue and earnings growth

The positive trend in the business development of Austrian Post in recent years was maintained in the 2006 financial year. Once again, the company achieved an improvement in terms of both revenue and EBIT (earnings before interest and tax). Thanks to growth posted in all divisions, total revenue rose by 2.1%, to EUR 1,736.7m. Revenue in the Mail Division was up 1.6%, the Parcel & Logistics Division improved by 7.2%, and Branch Network Division revenue climbed 0.3%.

Revenue by division¹⁾

EUR m	2004	2005	2006	Change 2005/2006 in %	Structure 2006 in %
Total revenue	1,654.4	1,701.6	1,736.7	+2.1%	100.0%
Mail	1,255.3	1,290.8	1,311.3	+1.6%	75.5%
Parcel & Logistics	199.0	211.8	227.1	+7.2%	13.1%
Branch Network	196.2	193.8	194.4	+0.3%	11.2%
Other	3.9	5.1	4.0	-22.5%	0.2%

¹⁾ External sales

The EBIT of Austrian Post increased by 19.7% in the 2006 business year, climbing to EUR 123.3m in comparison to the preceding year. Accordingly, the EBIT margin amounted to 7.1%.

All operative company divisions made a positive contribution to this performance. The Mail Division achieved an EBIT of EUR 271.6m, the Parcel & Logistics Division contributed EUR 20.8m, and the Branch Network Division generated an EBIT of EUR 11.5m.

After deducting the income tax expense amounting to EUR 30.8m, the profit after tax totalled EUR 99.8m. At EUR 99.8m, the consolidated profit for the period is completely assigned to the shareholders of Austrian Post.

Solid balance sheet structure

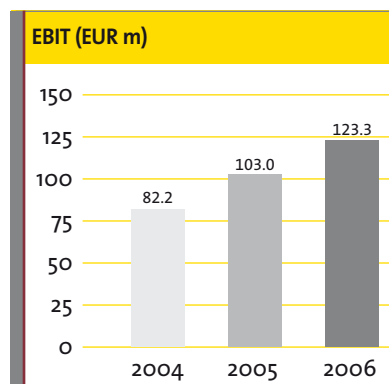
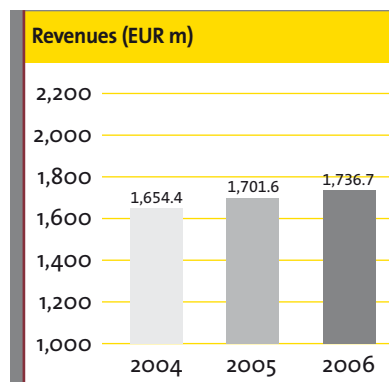
The item-by-item balance sheet analysis for Austrian Post shows a considerable amount of financial resources on the assets side. Austrian Post has a total position of cash and cash equivalents of EUR 229.4m, and financial assets of EUR 208.6m as at Dec. 31, 2006.

On the equity and liabilities side, capital and reserves comprise 43.2% of the balance sheet total, with provisions accounting for 27.4%. Financial liabilities of EUR 148.8m increased as the result of the acquisition of trans-o-flex, mainly encompassing obligations from financial lease and from an asset-backed commercial paper programme. Provisions totalling EUR 520.2m include provisions made for under-utilisation of EUR 270.9m. Due to the existing liquidity, Austrian Post does not intend to make use of major external funding (borrowed capital) at the present time, and therefore does not require a rating.

Cash flow

In 2006, operating cash flow before changes in working capital fell by 1.8%, to EUR 277.9m, despite the rise in earnings before tax. This can be primarily attributed to advanced tax payments.

The cash flow from changes in working capital, which was negative by EUR 39.9m during the period under review, was mainly the result of a reduction of liabilities in trade payables, the payment of a liability resulting from the purchase of a property, and a rise in receivables due to the sale of properties.



Cash flow

EUR m	2004	2005	2006
Operating cash flow before changes in working capital	263.7	283.1	277.9
+/- Cash flow from changes in working capital	-18.5	15.0	-39.9
+/- Cash flow from operating activities of discontinued operations	-21.4	0.0	0.0
= Cash flow from operating activities	223.8	298.0	238.0
+/- Cash flow from investing activities	-125.5	-92.6	-142.6
= Free cash flow	98.3	205.4	95.4
+/- Cash flow from financing activities	-64.4	-81.3	-40.4
= Net increase in cash and cash equivalents	33.9	124.2	55.0

Accordingly, total cash flow from operating activities amounted to EUR 238.0m in 2006.

The cash flow from investing activities totalled minus EUR 142.6m, resulting mainly from the acquisition of the German specialist logistics company trans-o-flex.

This led to a free cash flow of EUR 95.4m in 2006. Taking account of EUR 40.0m in dividends paid, the net increase in cash and cash equivalents amounted to EUR 55.0m in 2006.

Value creation for all stakeholders

In relation to the total revenue posted by Austrian Post in 2006, amounting to EUR 1,795.5m (including other operating income), advance outlays totalled EUR 610.3m. This primarily consisted of expenditures for raw materials, consumables and services used, totalling EUR 258.0m, and other operating expenses, amounting to EUR 243.9m.

The resulting value creation of Austrian Post of EUR 1,185.2m in 2006 primarily benefited employees, directly in the form of wages and salaries, indirectly as expenses for statutory levies and contributions. The dividend payment to Austrian Post shareholders for 2006 amounted to EUR 70m, whereas Austrian Post paid a total of EUR 30.8m in income tax.

In the year 2006, Austrian Post expenditures for the acquisition of subsidiaries totalled EUR 57.3m, whereas EUR 63.6m was for the purchase of property, plant and equipment.

Value added analysis 2006

EUR m	2006
Value added formation	
Revenue and other operating income	1,795.5
– Advance outlays	–610.3
Thereof raw materials and consumables used	–258.0
Thereof other operating expenses	–243.9
Value added	1,185.2
Distribution	
To employees (wages, salaries, statutory levies and contributions)	1,068.8
To shareholders (dividend)	70.0
To the Republic of Austria (taxes)	30.8
To creditors (interest)	1.9
To minority interests	0.0
Remaining amount	13.7
Value added	1,185.2

The Post share and investor relations

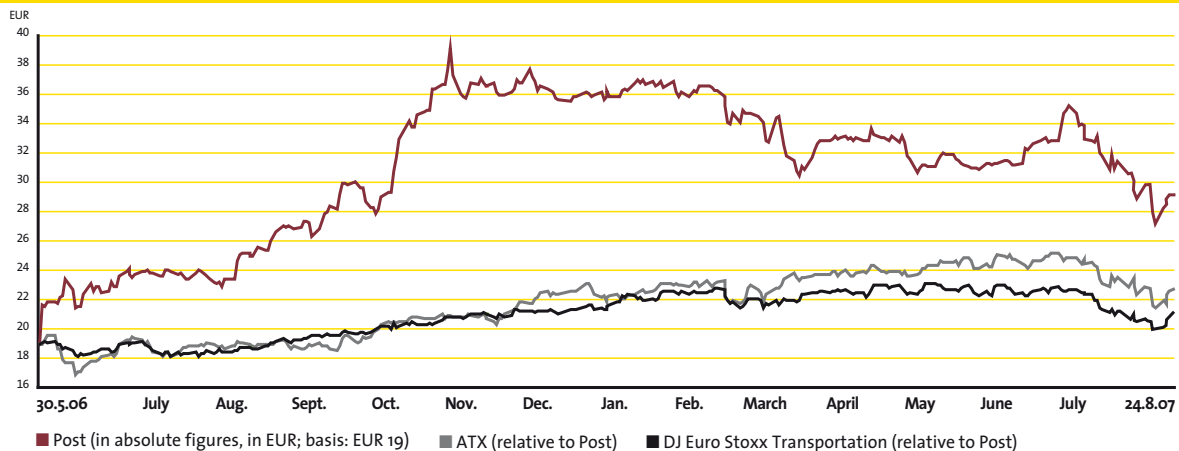
Privatisation through IPO in May 2006

On January 12, 2006, the Austrian government authorised the former 100% owner of Austrian Post, ÖIAG (Österreichische Industrieholding AG), Austria's privatisation and industrial holding company, to privatise a total of 49% of Austrian Post by offering shares on the stock market. The official launch of the Initial Public Offering took place on May 15, 2006, with the public presentation of the offering, which targeted Austrian private and institutional investors as well as international institutional investors. The Austrian Post share was initially listed on the Vienna Stock Exchange on May 31, 2006, following an extremely successful response to the offering. As a consequence, Austrian Post became only the third postal company in Europe and the fourth worldwide to be publicly listed on the stock market.

Excellent share performance

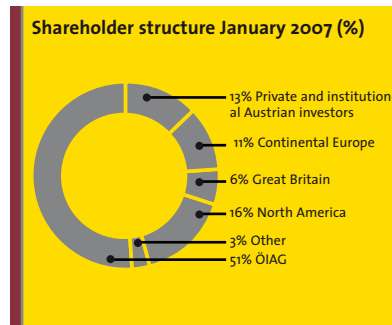
The first year of the listing of the Austrian Post share was very successful. Starting with the initial listing, demand was exceedingly strong, which was reflected in the development of the share price. Based on the issue price of EUR 19.00 at the end of May 2006, the Austrian Post share posted an impressive increase of value of 66.1% up until May 31, 2007, during its first year of listing. In comparison, the Vienna benchmark index ATX climbed by a total of 30.5% in the same period, whereas the Dow Jones Euro Stoxx Transportation branch index registered a 20.8% rise in value.

Development of the Post share



Shareholder structure

As a consequence of the Initial Public Offering, the shareholding held by Österreichische Industrieholding AG (ÖIAG), the national privatisation agency, decreased from a 100.0% stake to 51.0% of the outstanding 70m shares. A total of 34.3m shares, or 49% of Austrian Post, were allocated to private and institutional investors in the course of the IPO.



Investor relations

Good communications with investors and analysts is one of Austrian Post's top priorities. In addition to the many visits made by institutional investors and analysts to Austrian Post in Vienna, the Management Board and the investor relations team of Austrian Post are always at the disposal of the financial community in Austria and in international financial centres such as Frankfurt, London or New York, where investor conferences and individual discussions are frequently conducted.

Dividend

The Annual General Meeting held on April 26, 2007 approved the distribution of a total dividend of EUR 70m (EUR 1.00 per share) for the 2006 financial year. Subsequently, the dividend payout ratio climbed substantially in comparison to the previous financial year. Dividend payments took place starting on May 10, 2007, which was also the ex-dividend day. In the upcoming years, Austrian Post aims to achieve a dividend payout ratio of at least 70%, assuming a continuation of the company's positive business development and solid financial performance.

Employee participation programme

In order to give Austrian Post employees and those of subsidiaries entitled to participate the opportunity to profit from the success of the company, the privatisation agency ÖIAG offered employees an attractive employee participation package within the framework of the IPO. In addition to a preferred allotment of shares up to a value of EUR 7,500, employees were also granted an ÖIAG financial subsidy of up to EUR 1,000, depending on the level of their own investments.

More than half of all employees entitled to participate in the programme took advantage of this interesting offer, thus confirming the high level of confidence in the company on the part of Austrian Post's staff. A total of 5.4% of all the shares offered in the course of the IPO (excluding greenshoe option) were allotted to Austrian Post employees, who can now directly profit from the impressive development of the Post share and the dividends being distributed. As a result, a total of 13,000 employees, or more than 50% of the Austrian Post staff, are now shareholders in the company they work for.



A man in a blue jacket is smiling and looking towards a woman. He is holding a yellow envelope with a white label that says "Post.at" and some handwritten text. The woman is looking at the envelope. The background is a window with a view of trees.

Employees

- High level of responsibility as one of Austria's largest employers
- Comprehensive training and professional development
- Promotion of women and employees with family responsibilities
- Numerous initiatives to promote health and job security

EMPLOYEES

We are Austrian Post



Brigitte Schwarz, post office employee

Employees working at the company-owned branches meet all the requirements of customers. As trained customer service consultants, they offer suitable solutions along the entire spectrum of postal services – from traditional products such as letters, parcels and EMS to more consulting-intensive products in the fields of address management and direct marketing.



Johannes Norman-Elvenich, post office employee

Employees working at the company-owned branches meet all the requirements of customers. As trained customer service consultants, they offer suitable solutions along the entire spectrum of postal services – from traditional products such as letters, parcels and EMS to more consulting-intensive products in the fields of address management and direct marketing.



Cornelia Marschitz, financial consultant

Competence and accepting responsibility come naturally to the financial consultants of Austrian Post – from savings books to more high value financial products such as securities, loans and insurance policies.



Xiao-Min Sun, letter mail sorting centre employee

An average of 4.6m letters daily: the utmost precision in the interaction of man and machine is necessary in order to process these volumes at a consistently high quality and speed at Austrian Post's highly advanced sorting centres.



Carlixta Maria De La Cruz, letter mail sorting centre employee

An average of 4.6m letters daily: the utmost precision in the interaction of man and machine is necessary in order to process these volumes at a consistently high quality and speed at Austrian Post's highly advanced sorting centres.



Orhan Celen, parcel sorting centre employee

More than EUR 500m have been invested in recent years to improve and modernise the entire logistics system. Thanks to the use of the most modern technology and the outstanding work performed by employees, 94% of all domestic parcels are now delivered within two working days. As a result, Austrian Post significantly surpasses the 90% target prescribed by the Universal Service Ordinance.



Pierre Winkler, rural postman

Our rural delivery staff are an integrated component in the infrastructure provided in rural areas. They not only bring mail, but also pick up mail items, sell postal products and enable basic financial transactions to be carried out. Our motto is: the customer need not come to Austrian Post – Austrian Post comes directly to the customer!



Fritz Hackl, delivery staff

The delivery staff of Austrian Post maintain daily contact to customers, who have the utmost confidence in them. This valuable competitive edge in trust will be systematically expanded by means of targeted training.



Martina Schiffer, delivery staff



Friedrich Magyar, lorry driver

Austrian Post's vehicle fleet covers a distance of about 128m kilometres annually. This demands the highest sense of responsibility from every individual driver to enable safe and fuel-saving driving, in the spirit of ensuring a sensible use of resources – and protecting the environment.



Bianca Csandl, key account manager

As a specialist for products and services such as Info.Mail, Info.Post, geomarketing, response card or lettershop activities, the consultants in the direct marketing centres work to ensure the success of their customers' marketing mailings.



Andreas Dragosits, equity investment management

The employees working for the equity investment management team are continuing the growth and expansion strategy of Austrian Post. The company's goal is to offer customers in Central Europe as well as in South East Europe a comprehensive network for total logistics solutions.

Sustainable personnel development

Austrian Post ranks among the most important employers in the country, and thus consciously and proactively assumes responsibility: Austrian Post is ready to provide advice and assistance, whether it involves the work-life balance or immediate emergency aid when a natural catastrophe strikes.

Family support, advancement of women, flexibility

Family-friendly policies benefit everybody – Austrian Post, its employees, their families and last but not least, the society as a whole. Austrian Post is moving in new directions with its own internal programme for the professional advancement of women and the active management of parental leave.

Due to the continuous presence of this issue on all levels of the organisation, the professional advancement of women and an active management of parental leave (which is also open to fathers) have become important components of Austrian Post's corporate culture. Among the measures designed to facilitate re-entering the job market after a career interruption are very flexible work schedules for employees with family responsibility. One of the main goals of the programme for the professional advancement of women is to raise the share of female employees in all under-represented areas, particularly in management positions.

post.sozial – exemplary social welfare

With the founding of “post.sozial” in 2005, the Management Board and the Central Works Council of Austrian Post succeeded in laying the groundwork for a newly-structured internal social welfare system. The joint staff welfare associ-

Satisfied employees are more productive.



ation post.sozial has assumed all the responsibilities previously shared by the different mechanisms which had been set up in the company to provide employees and their family members with even more support services. The assistance provided ranges from food coupons and vacation accommodations at particularly favourable rates to financial subsidies for dental work and unbureaucratic emergency aid in the case of natural disasters.

Ongoing training and continuing education

The professional development of employees was also an important priority of Austrian Post's human resources

Percentage of women at Austrian Post

	Total staff	Thereof women	in %
Managers	156	37	24
Letter Mail Division	16,471	4,896	30
Thereof delivery staff	11,240	2,226	20
Branch Network Division	5,689	2,946	52
Thereof branch managers	1,674	633	38
Parcel & Logistics Division	2,042	232	11
Part-time employees	4,179	3,764	90

Status: Annual average 2006/headcount

Age structure of employees

	Total staff	Thereof women	in %
–30 years	2,553	1,009	40
31–40 years	7,696	2,272	30
41–50 years	11,260	3,852	34
51+ years	3,957	1,462	37

Status: Annual average 2006/headcount

management in the year 2006. External professional training and continuing education courses totalled close to 22,000 person-days in 2006, of which management training comprised 10,400 person-days. Furthermore, an additional 160 courses of instruction with 600 participants were held in 2006 within the framework of Austrian Post's internal professional training efforts.

Integration of employees with special needs

The integration of employees with special needs is a particularly important priority for Austrian Post. By setting up and equipping workplaces enabling access for employees with disabilities, the company supports their best possible integration in the corporate working environment.

At present, 963 employees with special needs are working in the company.

Motivation through profit sharing

Through the IPO of Austrian Post, a majority of employees are now shareholders of the company, and are aware of the significance of increasing efficiency and growth as the basis for economic success. An additional motivation for all employees of Austrian Post is the voluntary profit sharing bonus scheme. Within the framework of this programme, which is unique among Austria's large-sized companies, approximately 10% of the EBIT of Austrian Post was directly distributed to employees for the fifth straight year. In 2006, Austrian Post distributed a bonus of EUR 412 to its employees.

EMPLOYEES

Top priority: health and safety

Austrian Post appreciates the value of motivated employees. For this reason, the health and safety of its employees are a top priority. Numerous initiatives and projects in the fields of job security and preventive health care demonstrate the company's commitment.

Consultations with occupational physicians – one of the numerous services offered by Austrian Post in the field of health care.



Health promotion drive

The prevention of illness is particularly important to Austrian Post employees, due to their close contact with customers and the necessity to perform their work in any kind of weather. Austrian Post offers its employees a

broad spectrum of services in the field of preventive health care. In addition to various health promotion programmes, all employees are entitled, for example, to be vaccinated against the flu free of charge within the context of a vaccination drive.

Other offers made by the company in the field of healthcare or physical fitness include medical counselling, health days, and a back care centre.

Austrian Post is smoke-free

To provide smoking cessation support, a company-wide campaign was initiated in the year 2005, entitled “A smoke-free Post delivers something for everyone.” It is designed to assist employees in giving up smoking by offering a variety of measures, such as counselling by occupational physicians, or the purchase of subsidized nicotine withdrawal products at a reduced price.

Just to make sure

In order to ensure the highest possible level of employee safety, an internal preventive team consisting of specialised safety staff and occupational physicians play a major role in planning and shaping workplaces, equipment and working conditions. This is designed to create a healthy and safe working environment from the very beginning.

Austrian Post attaches great importance to a cooperative approach. Managers and the designated preventive team evaluate workplace-related health and safety risks, specify required protective measures and ensure compliance by means of ongoing monitoring.

However, the individual employees also make an important contribution to ensuring safe and secure working conditions, by getting to know and observing all relevant occupational health and safety regulations. For this reason, Austrian Post consistently communicates health and safety information in a manner accessible to all employees, e.g. through articles in the employee publi-

cation and a broad range of services offered on the Intranet.

Within the means at its disposal, Austrian Post also strives to protect its employees from robbery or attacks by implementing extensive technical and personal safety measures. In case a crime is committed, targeted support is provided to the affected employees, for example by specially trained emergency consultants or occupational health physicians, immediately after the emergency takes place. Psychotherapeutic assistance is also provided if needed.

Focus on health and safety

- Free flu vaccinations
- Subsidised vaccine against tick-borne encephalitis
- Health promotion programme
- Fitness checkpoints
- Anti-smoking campaign: “Austrian Post is smoke-free”
- Counselling by occupational physicians
- Internal preventive safety and health care working group
- Creating a safe and healthy working environment
- Pro-active accident prevention
- Ongoing monitoring of health and safety measures
- Broad-based communications

Dealing positively with change

When it comes to changes in the personnel structure related to the postal sector or developments in society, Austrian Post continually strives to find reasonable, sustainable solutions for its employees.

A series of specific training and counselling measures are designed to treat change as an opportunity and not a threat.



Dealing positively with changes in everyday work life

The demanding and challenging postal sector environment in which Austrian Post operates, with its four divisions doing business in all important market segments, requires an ongoing increase in productivity and effectiveness. One result has been an adjustment in the number of employees, tailored to prevailing market conditions.

For many employees, ongoing change represents a major challenge. The manner in which people deal with change varies greatly from one person to the next. For this reason, Austrian Post provides active support to its employees. Amongst other measures, seminars are offered which are designed to assist employees to better understand their own skills and talents, and perhaps identify potentially new areas of employment within the company. In some cases, qualification measures within the context of a work foundation open up completely new job perspectives. The training offered ranges from participation in internal practical training and courses and graduation from apprenticeship training to a university education. In any case, major changes in working conditions are regulated within the context of employment agreements.

Career and Development Centre

Austrian Post's Career and Development Centre also provides assistance in dealing with change. It is the internal service provider specialising in "newplacement", operating across all divisions and business areas, with primary responsibility to support employees who have to reposition themselves and find new jobs as the result of restructuring measures. At present, the people employed at the Career and Development Centre are

mainly deployed to cover short-term personnel requirements as well as to carry out internal projects. Generally speaking, job openings at Austrian Post are preferentially offered to internal applicants.

Furthermore, the Career and Development Centre also offers a broad range of training and retraining measures. In the year 2006, the primary focus was on developing IT skills. The priority of all these measures is to achieve the earliest possible reintegration of affected employees in a structured working environment.

Age management

When it comes to the age structure of the staff, it will also be necessary to lay the groundwork for coping with future duties and responsibilities in a timely and effective manner. One of the biggest challenges for European companies in the future will be to deal with the pressure for change unleashed by market conditions, but with an increasingly aging staff.

In the spirit of future-oriented age management, the first step is to make all employees, particularly managers, aware of the long-term consequences resulting from the almost imperceptible changes in the age structure of the population. A further step will be to adjust the qualifications of employees to the demands of the marketplace by carrying out targeted training measures.





Society

- Open dialogue with municipalities to ensure nationwide postal services
- Numerous social initiatives
- Active art sponsoring and sports promotion
- Austrian Post as the National Sponsor of UEFA EURO 2008™

Dialogue with communities

The country's communities play an important role, serving as the living hub of its citizens. Nationwide postal service and an open dialogue characterise Austrian Post's relationship to them.

Rural delivery staff ensure nationwide coverage

As a crucial factor in providing postal services, Austrian Post's delivery staff play a central role in rural areas. Along with employees in the company operated branches, they decisively shape the image and public perceptions of Austrian Post.

Austrian Post has massively expanded the competencies of the delivery staff in those communities without their own branch offices. Today, around 5,000 specially trained and particularly popular rural delivery staff not only deliver letters and parcels, but also pick them up directly from the customer, and thus ensure the daily, nationwide supply of postal services in rural areas.

The delivery staff maintain daily contact to customers and, particularly in rural areas, are integrated members of the local community. As a result, the population has the utmost confidence in them. In a 2005 survey conducted by Oekonsult, the Austrian Post delivery staff were rated as the most trusted occupational group. This valuable competitive edge in trust will be systematically expanded by means of targeted training.

Rural delivery staff are part and parcel of the infrastructure in rural areas.



Good partnership

Austrian Post is an important partner of the community. On the one hand, as a contractor with an attractive portfolio of products and services provided to cities and municipalities, and, on the other hand, as a partner and ally in the efforts to ensure a sustainable, positive development of the business, working and living environments in the communities.

Austrian President Heinz Fischer – with Austrian Post employees – informed himself about innovative postal services at the Austrian Community Day.



For these reasons, Austrian Post pro-actively seeks and carries out an ongoing dialogue with communities and their representatives.

- Local branches fulfil the needs of the communities with targeted solutions, which further strengthen this good partnership on a local level.
- Particularly in regions characterised by low capacity utilisation, Austrian Post works together with the communities concerned to develop solutions ensuring effective postal service.
- In order to promote this partnership, Austrian Post cooperates with mayors in selected communities to sponsor evening events for small and medium-sized companies, in order to offer solutions developed by Austrian Post and thus provide targeted support to local entrepreneurs.
- Austrian Post regularly presents new and innovative services for cities and municipalities at “Austrian Community Day” and “National Cities Day”, two large-scale events held on an annual basis. Austrian Post assigns competent professionals to attend these events in order to respond to all questions posed by municipal representatives.

Austrian Post as well as the cities and municipalities strive to sustainably maintain high quality, nationwide universal postal service. Promoting a joint dialogue is done for the benefit of all parties involved, taking account of the importance of communities in shaping the surrounding environment and living space of its citizens. Austrian Post is an integral part of this communal environment – now and in the future.

Social responsibility

As a nationwide provider of postal services, Austrian Post is committed to fulfilling its corporate social responsibility, not only in its core activities, but above and beyond the boundaries of its business operations.

Mail items for blind people

Traditionally, Braille documents, audio tapes for blind persons, and Braille paper addressed to or sent by officially certified homes for the blind can be mailed free of charge.

Barrier-free access to all branches

In order to fulfil the requirements of people with special needs, Austrian Post is having its branches evaluated by the Austrian Association of Persons with Disabilities (Österreichischer Zivilinvalidenverband – ÖZIV).

In the initial phase, barrier-free access to all branches will be made possible within the context of this partnership. The organisation will also provide support to Austrian Post by making its know-how available to carry out the required changes. Based on this experience, a step-by-step joint action plan will be developed, incorporating ongoing support, coordination of appropriate measures and evaluation in regards to ensuring compliance with the provisions contained in the “Behindertengleichstellungsgesetz” (the law against the discrimination of disabled people).

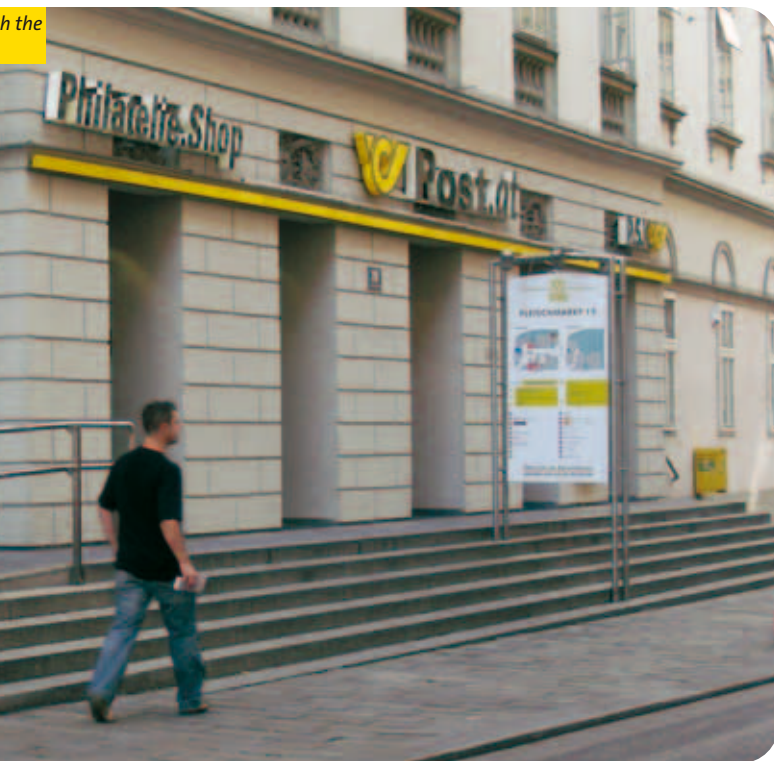
In order to enable barrier-free access to all its branches, Austrian Post is working together with Austrian Association of Persons with Disabilities.



In this regard, the branch network of Austrian Post is playing a leading role in successively implementing this law.

Stamps can also help

On the occasion of the devastating flood waters along the March River in 2006, Austrian Post reacted quickly according to the motto “Whoever helps quickly provides twofold help”. In the first days of the flood, the Management Board of Austrian Post allowed employees to take time off from work in order to voluntarily assist the fire brigades or take part in emergency relief efforts in the flood disaster areas.



Moreover, within a matter of a few days after the flooding subsided, Austrian Post organized the overprint of an existing postage stamp, at a surcharge of EUR 4.25, making the proceeds from the sale of the stamp available to the flood victims.

In addition to this spontaneous action designed to benefit people in need, Austrian Post has repeatedly evoted individual stamp issues to long-term social projects. Accordingly, a special commemorative stamp was issued in 2006 to celebrate the 25th anniversary of “Menschen für Menschen”. The sale proceeds were the basis for a considerable contribution made to this relief organisation founded by Karlheinz Böhm.

Support for social projects

In 2006, Austrian Post once again supported, among other projects, the “Ö3-Wundertüten” campaign (Ö3 radio station showbags), in which old mobile phones were collected and then re-sold or recycled. In addition to distributing specially designed showbags to 3.5m Austrian households, Austrian Post also assumed responsibility for the logistical organisation involved in collecting and distributing the mobile phones deposited in letter boxes or at postal branch offices. In 2005, the large-scale return of mobile phones had already created 13 new full-time jobs in the field of recycling for long-term employed people.

Furthermore, Austrian Post also provided support to “E-Motion”, an organisation which focuses on assisting sick and traumatised children by applying a special form of treatment called “equotherapy”.



Sponsoring sports and the arts

In addition to supporting social projects, Austrian Post is also active in the fields of art sponsoring and sports promotion. Whether you are a passionate theatregoer or a football fan, Austrian Post delivers something to everybody.

Cultural commitment

For years, Austrian Post has been a sponsor of the Vienna Burgtheater, one of the most important cultural institutions in Austria. The company's involvement as a jubilee sponsor during the 2005/06 theatre season, in which the Burgtheater attracted more than 260,000 theatregoers, was the highlight of this successful cooperation.

Thanks to the support provided by Austrian Post, an old tradition of the Vienna Burgtheater was continued. Prominent fine artists created portraits of members of the Burgtheater cast, thus enriching the picture gallery located in the lounge with contemporary works of art.

Austrian Post also served as one of the main sponsors of "Concert for Europe", the most prominent open air event of the year, which took place in Vienna in June 2006. More than 90,000 guests attended the concert of the Vienna Philharmonic Orchestra in the Schonbrunn Palace Park, featuring star tenor Placido Domingo as the conductor.

Sporting events

Austrian Post is also involved in promoting sporting events, for example supporting Austrian athletes competing in the 9th Paralympic Games 2006. Together with other sponsors, Austrian Post ensured that the Austrian House built on the occasion of the 2006 Winter Olympics in Turin, Italy could also be used by the Austrian Paralympic Team.

Similarly, Austria's Sport Promotion Fund (Sporthilfe) was also sponsored by Austrian Post during the year 2006. In this way, Austrian Post made a contribution to enabling promising, talented athletes with the potential to become top class sportspeople to be provided with professional and performance-oriented assistance.

National Sponsor of UEFA EURO 2008™

The sponsoring highlight of the year 2008 for Austrian Post will be its role as the National Sponsor of the European Soccer Championship, which will be held in Switzerland and Austria in June 2008. Accordingly, Aus-



trian Post will put its competence and service capabilities in the letter mail, parcel and logistics segments at the disposal of the championship event.

Furthermore, the company will also provide financial support to set up and operate special fan zones for this major sporting event. Moreover, Austrian Post will make premises available to UEFA to recruit volunteer helpers. In order to involve Austrian schools in the competition, a regional stamp competition will be held. The winning picture will be used as the motif for a stamp.

The sale of selected UEFA EURO 2008™ sports fan merchandise throughout the branch network of Austrian Post and the issuing of special UEFA EURO 2008™ commemorative stamps is already fuelling the excitement and fascination with this sporting event.

Post Football Cup 07

In addition, Austrian Post hosted one of the biggest amateur soccer events in the country – the Post Football Cup 07. This was a nationwide soccer tournament which was not only open to Austrian Post's 25,000 employees, but which invited interested Austrian soccer enthusiasts to participate.





Environment

- Participation in the Greenhouse Gas Reduction Programme of PostEurope
- Target: 10% decrease in greenhouse gas emissions by 2012
- Focus: vehicle fleet operations and energy supply of postal buildings
- Volume and cost reductions through targeted waste management

ENVIRONMENT

Priority goal to reduce emissions

In the field of environmental protection, Austrian Post is committed to achieving an ambitious goal: within a period of five years, the greenhouse gas emissions produced within the company are to be reduced by an average of 10%.

A recently completed study concludes that 70% of the total environmental impact caused by European postal providers is in the form of CO₂ emissions, which contribute to global warming. The road transport of mail items in post office vehicles accounts for approximately half of these emissions. In addition, the energy supply of postal buildings also makes a significant contribution to pollution.

Austrian Post operates a vehicle fleet consisting of about 8,500 vehicles. Approximately 56,000 tonnes of CO₂ emissions result just from the pickup and delivery of mail items. In order to effectively carry out its business, Austrian Post also makes use of buildings and premises with a total area of about 1.26 million m².

Minimising greenhouse gas emissions of its vehicle fleet is one of the top priorities of Austrian Post's environmental management policies.





Greenhouse Gas Reduction Programme

Austrian Post takes its responsibility to the environment very seriously. For this reason, it made the decision to participate in the “Greenhouse Gas Reduction Programme”. The aim of this initiative is to implement a 10% reduction in the greenhouse emissions which arise by the year 2012. This is also a means to help achieve the targets set by the Kyoto Protocol in regards to reducing greenhouse gas emissions, without negatively impacting the economic competitiveness of the company or its ability to effectively provide postal services.

The Greenhouse Gas Reduction Programme will be launched at the end of 2007 by PostEurop, the European association of public postal operators. All members of PostEurop have been invited to take part in the programme.

Up until now, twelve European postal operators, including Deutsche Post World Net, TNT and Groupe La Poste, have agreed to join the Greenhouse Gas Reduction Programme. More PostEurop members are expected to commit to the programme by the end of the year. PostEurop is responsible for coordinating the initiative and is also making joint measurement tools available. Joint monitoring, reporting, exchange of experience and best practices as well as recommendations for strategies developed on the basis of a unified evaluation of results will combine to boost the potential of postal operators to reduce greenhouse gases. The Greenhouse Gas Reduction Programme is also designed to serve as an incentive to use those resources with the highest economic and ecological utility.

Pro-active reduction of resource consumption

Austrian Post is striving to ensure a reasonable use of natural resources as far as technically and economically possible and feasible. This approach also benefits the company. By carrying out environmentally-related measures, Austrian Post has achieved considerable cost savings. Austrian Post's commitment to environmental protection is a comprehensive one: whether electric moped, natural gas powered delivery vehicles, reusable containers or roof greening, Austrian Post is continually striving to find room for improvement.

Roof greening enabled a significant reduction of energy costs at the Vienna Letter Centre. A gratifying side effect: the distinction of being granted the ecological "Ökoprot-Betrieb" certificate.



Purchase of natural gas driven delivery vehicles

Due to the positive experience gained with two natural gas powered vehicles, which have been subject to inten-

sive testing in Upper Austria since the autumn of 2006, Austrian Post plans to purchase additional natural gas powered Volkswagen Caddies by the end of 2007. The potential decision to order further such vehicles will

depend on the experience derived from operating this fleet. The use of natural gas enables a 15% reduction in CO₂ emissions. In addition, the particle content of the waste gases as well as the emission of nitrogen oxide is even cut by 90%.

Testing of electric mopeds

In April 2007, Austrian Post commenced a pilot project to test electric powered mopeds at two delivery bases. The high level of satisfaction displayed by the delivery staff is the basis for the decision of Austrian Post to order additional electric mopeds produced by different manufacturers as of August 2007, and subject them to a six-month testing period as a means of evaluating their durability for postal delivery service. One of the advantages of the electric powered mopeds is that they do not produce any waste gases.

Testing of biofuels

Austrian Post tested the use of biofuels produced on the basis of vegetable oils (sun flower, soya, etc.) in a delivery lorry for a one-year period, working in cooperation with the Technical University of Graz and the firm Biostar. However, the pilot project demonstrated that the use of biofuels is not economically feasible for providing postal services. For this reason, the use of biofuels will not be expanded to other Austrian Post vehicles.

Testing of an ancillary device in the fuel circulation system

Since 2006, Austrian Post has been testing a patented device developed by the firm Eco-Spin in two lorries used for both short-distance and long-distance deliveries. Due to a change in the pressure within the automobile fuel pipe, the transition from the liquid to the gaseous phase is accelerated, thus promoting the

process of “flashboiling”. In the test period, both vehicles succeeded in reducing diesel consumption by 5% to 10%, and thus reduce waste gases as well. The potential roll-out of this ancillary device is currently being evaluated.

Optimisation of logistics processes

The optimisation of transport logistics at Austrian Post led to a 17% decline in diesel consumption in the year 2006 in comparison to the preceding year.

Vienna Letter Centre: “Ökoprofit-Betrieb” Award

Austrian Post received gratifying recognition of its environmental initiatives in 2006 when its Vienna Letter Centre was awarded the distinction of being an “Ökoprofit-Betrieb” – an ecological certificate granted by the City of Vienna to confirm the successful implementation of measures reducing the environmental impact of its business activities. Roof greening at the Vienna Letter Centre, as a natural form of protection against exposure to direct sunlight, makes it unnecessary to install an air conditioning system for the 30,000m² sized hall, subsequently resulting in corresponding savings in energy use.

The use of electric mopeds also reduces emissions of waste gases.



ENVIRONMENT

Waste prevention – waste recycling

At Austrian Post's larger-sized facilities, specially trained in-house waste management officers make a major contribution to reducing the quantities of waste by exploiting savings potential and optimising waste separation processes.

In order to promote an even more prudent use of resources, the collection and recycling of recyclable wastes (used paper, cardboard, plastic) is being successively restructured into a central organisational unit at each of the six sorting centres operated by Austrian Post. The separated, recyclable waste materials are delivered from the different delivery bases. Lorries dispatched by the sorting centres with mail designed for the delivery bases return to the sorting centres with the collected waste, thus ensuring that no special transport of the waste materials is required.

Part of the waste transported to the sorting centres is automatically compressed to reduce the overall volume, and then offered for sale in compacted form to the respective waste management companies. Thus, Austrian Post has succeeded in transforming costly residual waste into valuable recyclable materials. This process has not only led to a considerable reduction in waste disposal expenditures, but represents an additional source of income for Austrian Post.

Pit stop for tetrapaks

Austrian Post has installed specially designed waste containers for beverage tetrapaks at all its company operated branches. The filled waste containers are collected and then transported to a waste management company for recycling purposes.

Savings in printing

Austrian Post has also found a way to avoid the waste of natural resources in its printing activities. Promoting the joint use of a printer by several employees saves both natural resources and energy. Moreover, the increased application of black and white as well as double-sided printing along with the collection and subsequent refilling of empty toner cartridges also contributes to a more sensible use of resources.

Energy savings through flat screens

Austrian Post has already begun the process of re-equipping all workstations with flat screen monitors. The flat screens enable energy savings of up to 70% by regular use in comparison to conventional tube screen computer monitors, and up to 97% in stand-by mode. By the end of 2007, this adaptation will be completed throughout the company, with the exception of the company operated branches.

Avoidance, systematic separation and maximal recycling of waste materials – these are the guiding principles of Austrian Post's waste management efforts.



Reliance on reusable containers

The use of reusable containers for internal transport operations as well as in services provided for large customers of Austrian Post not only saves resources and reduces waste, but once again demonstrates the sustainable management approach of the company.

Modern internal information distribution

Austrian Post makes internal forms, company documents, advertising and related materials available to employees in electronic form. This not only ensures the capability on the part of employees to access and update the information at any time, but also that only the precise quantity required is actually printed. This avoids the necessity to store, deliver and deal with excess printed materials, thus saving material and energy resources.

Austrian Post

Key figures 2006

Business		
Revenue	EUR m	1,736.7
Earnings before interest and tax (EBIT)	EUR m	123.3
Enterprise value/market capitalisation as at December 31, 2006	EUR m	2,527.0
Employees		
Total number of employees	FTE ¹⁾	23,509
Thereof women	%	29
Employees with special needs	Headcount	963
Full-time male employees	Headcount	16,455
Full-time female employees	Headcount	4,832
Part-time male employees	Headcount	415
Part-time female employees	Headcount	3,764
Average staff membership ²⁾	Yrs.	17
Staff costs 2006	EUR m	1,063
Fluctuation	%	4.9
Sick leave quota	%	6.25
Occupational accidents ³⁾		1,136
Accident rate ⁴⁾	%	4.8
<small>1) FTE = full-time equivalents/annual average 2) Annual average for civil-service employees, employees 3) Incl. accidents travelling to/from work 4) Occupational accidents per 100 employees</small>		
Vehicle fleet		
Bicycles		1,059
Mopeds		1,373
Vehicles up to 3.5t		7,215
Vehicles above 3.5t		222
Fuel consumption	l	21,059,677
Thereof diesel	l	20,647,646
CO ₂ emissions from fuel	t	56,292
Paper consumption		
	t	478
Buildings (Net useable space)		
	m ²	1,261,185
Electricity consumption	GWh	93.61
Total heating oil consumption	GWh	10.27
Gas consumption	GWh	35.41

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We have prepared this report and checked the figures in it with the greatest possible care. Nevertheless, rounding, typographical and printing errors cannot be excluded. The aggregation of rounded amounts and percentages may result in rounding differences due to the use of automated computational aids.

This report also contains forward-looking statements based on the information currently available to us. These are usually indicated by expressions such as "expect", "anticipate", "estimate" or "plan". We wish to note that a wide variety of factors could cause actual circumstances – and hence actual results – to diverge from the forecasts contained in this report.

All the figures in the business portion of the report refer to the Austrian Post Group, all other figures relate to the parent company Österreichische Post AG.

Statements referring to people are valid for the both men and women.

This report is also available in German. In case of doubt the German version prevails.

Editorial deadline: September 10, 2007

