

Disclosures: A responsible employer

GRI	RAG Austria AG Group	2018		2019		2020	
		Absolute	%	Absolute	%	Absolute	%
	Disclosure						
102-7	Total employees (incl. part time)	255		228		220	
102-8, 405-1	Total head count (inc. agency workers)	271		246		234	
	Male	205	75.65 %	182	73.98 %	170	72.65 %
	Female	66	24.35 %	64	26.02 %	64	27.35 %
	Age			0		0	
	Aged under 30	13	4.80 %	12	4.88 %	7	2.99 %
	Aged 30-50	193	71.22 %	182	73.98 %	177	75.64 %
	Aged over 50	65	23.99 %	52	21.14 %	50	21.37 %
	Persons with disabilities	not specified	not specified	4		5	
	Austrian citizens	not specified	not specified	234		220	
	Total full time	238	87.82 %	209	84.96 %	191	81.62 %
	Male	196	82.35 %	173	82.78 %	155	81.15 %
	Female	42	17.65 %	36	17.22 %	36	18.85 %
	Total part time	35	12.92 %	37	15.04 %	43	18.38 %
	Male	10	28.57 %	11	29.73 %	15	34.88 %
	Female	25	71.43 %	26	70.27 %	28	65.12 %
	Total alternative part-time arrangements (pre-retirement part time, four-day week and sabbaticals)	36	13.28 %	24	9.76 %	18	7.69 %
	Male	27	75.00 %	15	62.50 %	17	94.44 %
	Female	9	25.00 %	9	37.50 %	1	5.56 %
102-41	Percentage of salaried employees covered by collective bargaining		100 %		100 %		100 %
102-8	limited vs. unlimited contracts	Only in the case of new employments the contracts are limited for one year. After that, the contracts become permanent employment contracts.					
401-3	Total parental part-time working	17	6.27 %	15	6.10 %	17	7.26 %
	Male	2	11.76 %	3	20.00 %	5	29.41 %
	Female	15	88.24 %	12	80.00 %	12	70.59 %
401-3	Parental leave	21	7.75 %	15	6.10 %	11	4.70 %
	Maternity leave	13	4.80 %	7	2.85 %	5	2.14 %
	Paternity leave	8	2.95 %	8	3.25 %	6	2.56 %

not specified - figures were not collected during this period

GRI	RAG Austria AG Group	2018		2019		2020	
		Absolut	%	Absolut	%	Absolut	%
	Kennzahlen						
405-1 a	Total executives¹³	52	19.19 %	48	19.51 %	47	20.09 %
	Male	49	94.23 %	45	93.75 %	45	95.74 %
	Female	3	5.77 %	3	6.25 %	2	4.26 %
	Aged under 30	not specified	not specified	not specified	not specified	not specified	not specified
	Aged 30-50	not specified	not specified	not specified	not specified	not specified	not specified
	Aged over 50	not specified	not specified	not specified	not specified	not specified	not specified
	Average years of service	9.4		10.7		11.0	
401-1	Total new employees	7		3		8	
	Male	5		2		6	
	Female	2		1		2	
	Aged under 30	2		1		0	
	Aged 30-50	5		2		8	
	Aged over 50	0		0		0	
401-1	Leavers	0		0		0	
	Leavers incl. retirees	20	7.38 %	25	10.16 %	19	8.12 %
	Leavers	15	5.54 %	23	9.35 %	16	6.84 %
	Sick leave days						
	Sick leave days per employee	5.2		5.7		4.0	
	Sick leave days (inc. long-term sick leave) per employee	6.7		7.7		5.2	
	Number of employees on long-term sick leave	5		6		3	
	Training costs						
	Total training costs in euro	280.000		415.000		522.000	
	Training costs per employee in euro	1.033		1.687		2.231	
404-1	Total training hours	not specified	not specified	not specified	not specified	not specified	not specified
	Training hours per employee	not specified	not specified	not specified	not specified	not specified	not specified
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	There are no differences		There are no differences		There are no differences	
404-3	Percentage of employees receiving regular performance and career development reviews		100 %		100 %		100 %
406-1	Incidents of discrimination and corrective actions taken			0		0	

¹³ Executives are defined as employees with disciplinary leadership responsibilities.
not specified - figures were not collected during this period