



ORF SUSTAINABILITY



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ORF MEDIA GROUP KEY FIGURES*

ORF FOR YOU AND ME AND EVERYONE

Around **50 cents** ORF contribution per household per day **6.4 million people** use the ORF service every day



146,000 hours of programming per year



Programming in **nine different languages**



ORF ACCESSIBLE



Audio description/film narration



Subtitles



Sign language



Plain language

KEY PERFORMANCE INDICATORS

Twelve radio stations

4.7 m
listeners**



Four TV channels

3.6 m
viewers**



ORF.at network

1.3 m
users**



ORF TELETEXT

780,000
readers**



Social Media

6.5 m
follower/Fans



**Daily

* The information and figures refer to the ORF media group and the year 2023, unless otherwise stated.

THE ORF IN FIGURES*

ECONOMIC INDICATORS

€1,077.9 million
in total revenue



Locations in **every federal state**
of Austria, and **16 international offices**



430 broadcasting facilities
serve households across Austria



ENVIRONMENTAL INDICATORS

Total energy consumption:
76,914 MWh
of which renewable energy:
54,580 MWh

**GHG emissions
(Scope 1-3):**
32,587 t CO₂e



SOCIAL INDICATORS

Total number of employees: 4,235
of which women: 2,037



HUMANITARIAN BROADCASTING

ORF's social initiatives:



TRUST AND CREDIBILITY

ORF reaches **95%** of
people in Austria with
its programming.

*Study by the Integral market research
institute on behalf of ORF (03/2023)*



The **ORF news brand** leads
the domestic media market
with a **59.6%** share.

*A conscious selection of news brands was
made in the Digital News Report 2024.*



ORF is the **leading
brand in sustainability
(Media/AAA rating).**

*Austrian Brand Value Study by the
European Brand Institute (EBI);
06/2023)*



* The information and figures refer to the ORF media group and the year 2023, unless otherwise stated.

GREETINGS FROM THE ORF DIRECTOR GENERAL GRI 2-22

Since the last report, we have made decisive progress in social, environmental, and ethical corporate governance. Surveys on mental health at work and ORF's 2030 strategy have provided insights helping us refine working conditions and clarify strategic objectives. A major public survey has also deepened our understanding of our audience's expectations.

We are particularly proud that two additional regional studios – the Lower Austria Regional Studio and the Burgenland Regional Studio – have been certified as licensees for the Austrian Eco-label for Green Producing (UZ 76). These certifications highlight our commitment to more sustainable media production.

Another milestone is the introduction of our new Code of Ethics, developed through intensive collaboration between international experts and ORF leadership. This initiative marks a significant step towards even more ethical corporate governance.



This report is based on the standards of the Global Reporting Initiative (GRI), a global standard for sustainability reporting, and shows how ORF has developed in the three relevant areas of sustainability – environmental, social, and ethical corporate governance.

We are preparing for future requirements under the Corporate Sustainability Reporting Directive (CSRD), which will become mandatory for many Austrian companies from 2025.

I invite you to explore our challenges, progress, and sustainability initiatives.

A handwritten signature in blue ink, appearing to read 'Roland Weißmann'. The signature is fluid and cursive, written over a light background.

MAG. ROLAND WEIßMANN
ORF Director General

INFORMATION ABOUT THIS REPORT GRI 2-2, GRI 2-3

This sustainability report provides an overview of the current status, measures, successes, and challenges in the area of sustainability and serves to inform all stakeholders of the ORF media group. The report covers both operational activities and the programming offered by ORF. It is currently prepared on a voluntary basis, as ORF is not subject to the reporting requirements for non-financial information under the "Non-Financial Reporting Directive (NFRD)." The reporting standards of the "Global Reporting Initiative (GRI)" serve as the guideline for the sustainability report, as in previous years, and it is published annually. ORF reports in accordance with the GRI standards. Additionally, indicators from the "Sector Disclosures Media" (G4) are included. A summary table at the end of this report (GRI Index) visually presents the reported GRI indicators. The reported key figures refer to the ORF media group (Austrian Broadcasting Corporation, public-law foundation) unless otherwise stated. Activities, measures, and projects primarily relate to the year 2023 and, for relevance, also to 2024 (editorial deadline: September 2024). Environmental and energy data are currently being collected for all ORF locations and business units within Austria. Personnel and social data apply to the entire group. Work is underway to consolidate and standardize this, particularly in relation to the new European standards (ESRS) of the EU directive on non-financial reporting (CSRD). For this reason, the scope for

Pius Strobl, ORF Head of Corporate Social Responsibility, and Anita Malli, Head of Environment and Sustainability at ORF, are responsible for sustainability at the ORF media group.

the carbon footprint was expanded in 2023 to include OBS (2023: GIS), which is leased at an external location and had not previously been included. The report's contents are determined by the key topics. When identifying the key topics, the impact of the business activities of all entities is taken into account.



SUSTAINABLE CORPORATE GOVERNANCE

SELECTED EVENTS THAT IMPACT OUR BUSINESS ACTIVITIES

CHALLENGE

The **war in Ukraine** continued throughout 2023. Millions of people were forced to flee their homes and seek refuge in the western part of Ukraine or in neighbouring countries.

> HOW DID WE RESPOND?

Throughout 2023, ORF supported the fundraising campaigns for **Nachbar in Not (Neighbour in Need)** with four spot campaigns to help all those affected by the war in Ukraine. Since the war began on February 24, 2022, more than 100 million euros have been donated (including the matching funds from the government in 2023).



The production of our food has a significant impact on the climate and ecosystems, while **climate change**, in turn, has strong effects on food supply. These interconnections became particularly evident after the drought in India in 2023, as well as the widespread flooding and destruction of millions of fruit trees in Italy.



In spring 2023, the program focus of **Mutter Erde (Mother Earth)** addressed solutions for our food supply in times of climate change. It was highlighted that reducing food waste not only protects the climate but can also be an answer to the rising food prices caused by inflation, which have been a major concern for people this year.



Studies show that 80% of children and adolescents, as well as every second adult, are not getting enough physical activity. According to the Austrian Health Insurance Fund (ÖGK), diseases due to a **lack of exercise are on the rise**. The WHO states that just 2.5 hours of physical activity per week would be enough not only to maintain health but also to improve it.



ORF established the year-round movement initiative **Wir Bewegen Österreich (We Move Austria)** in cooperation with organised sports in Austria. The goal is to motivate all people in Austria to exercise and engage in sports, while also fostering a greater sense of community. On National Day, a walk around the Vienna Ring Road was organised, with 5,000 people taking part. A total of 1 million movement minutes were recorded that day.



CHALLENGE

Public accusations were made against ORF employees regarding suspected corruption and political ties (chats with politicians and allegations of influence from a political party, moderating a campaign event).

> HOW DID WE RESPOND?

> The ORF Director General established an **ethics commission composed of independent experts** with the goal of working with the ORF Ethics Council to develop a Code of Conduct. The focus will be on managing interactions with political decision-makers in a journalistic context. In April 2024, the new "ORF Ethics Code" was published. The ethical guidelines cover areas such as secondary employment, social media, corporate communication, anti-corruption, conflicts of interest, and political activities.



Public service media are increasingly being questioned across much of Europe due to the polarized social situation.

> In 2023, ORF set itself the goal of further strengthening its connection with citizens. The umbrella campaign **ORF Für Alle (ORF FOR ALL)** helped solidify public trust in ORF.



In early August 2023, **severe storms** hit large parts of Austria. In some regions, more rain fell in five days than the average for the entire month of August. The areas most affected were Carinthia, South Styria, and Southern Burgenland. Similar flooding disasters occurred in Carinthia and Styria, as well as in eastern Austria, following heavy rainfall in June and September 2024.

> ORF responded with a fundraising campaign across all its media. With the campaign **Hochwasser-Österreich hilft Österreich (Flooding – Austria Helps Austria)**, ORF reached a wide part of the population, enabling swift and straightforward assistance to thousands of affected individuals. Since the launch of Österreich hilft Österreich, more than 18 million euros in donations have been recorded. The donations are intended as emergency aid for the purchase of urgently needed household appliances, to meet daily needs, and eventually for rebuilding efforts.



CONSOLIDATION COMPLETED AFTER TEN YEARS

In autumn 2023, after a decade of restructuring and construction work, ORF reached an important milestone: the extensive consolidation of its locations in Vienna*. With this strategic move, the media group has now brought together all national programme-making departments and nearly all of its subsidiaries under one roof.

This has far-reaching positive effects on corporate culture, efficiency, and sustainability. The integration not only promotes stronger collaboration and better cooperation, but also reduces the carbon footprint. Increased use of public transport, shorter transport distances, and more efficient space utilisation contribute to taking environmental responsibility seriously. For all employees, this integration means more direct communication, more efficient workflows, and working together in an innovative and modern environment. A solid foundation has thus been established to ensure that ORF's multimedia content production remains fit for the 21st century.

* As of November 2023, with the Vienna ORF locations Heiligenstadt and Funkhaus Wien, along with the temporary relocation sites Euro Plaza and Storchengasse due to renovation, all radio and TV production areas, as well as most subsidiaries, are now based at the ORF Media Campus in Vienna-Hietzing. The RadioKulturhaus, with the rehearsal rooms of the Vienna Radio Symphony Orchestra, remains at Funkhaus Wien, while the regional studio for Vienna was relocated to Heiligenstadt during the renovation phase of the parts of Funkhaus Wien still owned by ORF.



IMPACTS OF CONSOLIDATION

ECOLOGICAL

The centralisation significantly reduces commuting and transport distances. In addition, redundancies in technical equipment and administration have been eliminated, leading to a more efficient operation and simultaneously saving energy. As a result, this consolidation sustainably reduces the media group's carbon footprint, as evidenced by the **2023 Carbon Footprint calculations**.



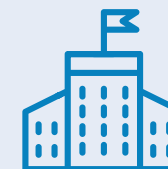
SOCIAL

At the expanded and modernised ORF location in Vienna-Hietzing, employees have access to a variety of top-quality services, including a health centre, Cardio Centre, an environmentally certified staff restaurant, and an on-site kindergarten. The centralisation of the workforce at a single location strengthens direct communication, improves workflows, and creates a modern working environment. This fosters a positive corporate culture while also contributing to the reduction of the ecological footprint.



CORPORATE CULTURE AND IDENTITY

The ORF Media Campus at Königligberg today represents a confident, modern company that is future-oriented and serves the public good. The close physical proximity of all departments creates new opportunities for collaboration that would otherwise be difficult to implement, fostering a shared identity and positively influencing the corporate culture. Modern workflows are easily introduced here, for example, in projects that involve multiple media or channels. For future generations, especially Generation Z, new work models at the ORF Media Campus will become the norm.



ORS EXPANDS ITS OWN POWER GENERATION

ORF



The 430 locations of the ORS transmission facilities have highly varied conditions for their own power generation. As transmission stations can be very energy-intensive, generating their own electricity is a sensible option, as all the produced power can be consumed immediately. For this reason, ORS management decided to build its own facilities. In a pilot project, two locations were identified as suitable.

In the reporting year, a large transmission station was planned in Linz at Freinberg. The 260 kWp facility was commissioned in March 2024. Currently (as of September 2024), a photovoltaic system is being planned and built on Kahlenberg in Vienna. The system will have a capacity of 53 kWp and is expected to be completed by 2025.

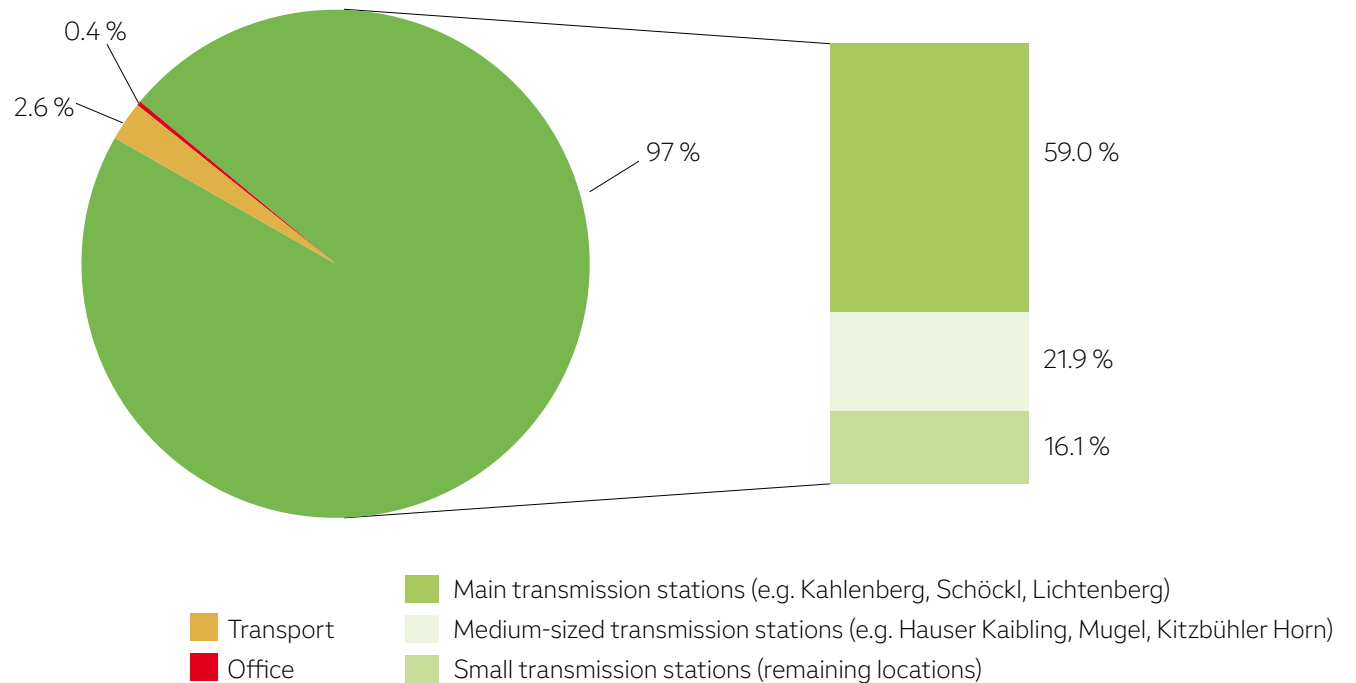
These two facilities will produce power equivalent to that of about 60 household systems. Once both facilities are operational, the estimated annual power yield is expected to exceed 300 MWh.

ORS FOCUSES ON EFFICIENCY AND SELF-GENERATED SOLAR POWER

In November 2023, ORS GmbH & Co KG, a subsidiary of ORF, moved to the Media Campus and is one of the key pillars of the ORF media group. ORF is the majority shareholder (60%) of this subsidiary, which operates 430 transmission stations, providing the infrastructure necessary for broadcasting ORF programming. In addition to many private national and regional radio and TV providers, ORF is the largest customer of ORS.

ORS provides 98% of the Austrian population with analogue and digital broadcasting services, 24 hours a day. The power consumption for all these services in the 2023 reporting year amounted to 20.48 GWh. This is approximately a quarter of ORF's total energy consumption. Through efficiency measures in the transmission network and equipment technology, consumption was reduced by 19% in 2023.

Energy consumption for ORS:



3 QUESTIONS FOR INGRID DELTENRE

Top media manager Ingrid Deltenre, former Director General of the EBU and Director of SRG, was appointed in 2023 by ORF Director General Roland Weißmann as Chair of the ORF Ethics Commission. She was tasked with working alongside an international commission of renowned experts to develop a new ORF Code of Ethics.

With the introduction of the new Code of Ethics, a significant step was taken to strengthen ORF's objectivity, impartiality, and independence. Based on the relevant recommendations of the Ethics Commission, measures were developed to ensure objectivity and impartiality. After several months of intensive work, the ORF Code of Ethics came into effect in April 2024.

INGRID DELTENRE ON TRANSPARENCY, HIGH MORAL STANDARDS, AND THE ROLE OF JOURNALISTS AS SERVANTS OF A DEMOCRATIC SOCIETY

How do you assess the current significance of ethical corporate governance for public service media organisations in Europe?

Society expects all companies not only to comply with the law but also to respect high moral standards. This expectation also applies to public service media. Due to their legal mandate and their funding, the bar is set even higher for public service media than for privately run companies.



Has the public's expectation of public service journalists changed in this regard?

Society has changed. People are better informed than ever before, and it has never been easier to provide direct feedback. Social media plays a key role in this. As a result, the general attitude towards all institutions and individuals with a certain level of power has become more critical. This also applies to journalists in public service media. They have a mandate, and citizens expect them to fulfil it responsibly and to see themselves as important service providers for a free and democratic society. This means they must carry out their work in a factual, impartial, independent, and fair manner.

In many European countries, public service media companies are under pressure – to what extent can more transparency lead to greater public trust?

Transparency without competence and credibility is of no use. Public service media are legally required to be transparent. In order for the public to trust them and consider them credible, public service media must also offer an attractive, politically and economically independent programme, characterised by journalistic integrity and competence. Furthermore, they must be willing to continuously adapt and improve this programme to meet the changing demands of society. This includes listening to the audience and taking their feedback seriously. The company's Code of Ethics is also important, both internally and externally. It shows employees the values the company is committed to. These values should guide journalistic work and, to give just one example, should not be influenced by personal political beliefs.

The Code of Ethics is also important for the public. All citizens should be able to check whether the public service media company lives up to its promises in its day-to-day work.

For more on the ORF Code of Ethics, read [here](#).



PSYCHOSOCIAL STRESS IN THE WORKPLACE – SURVEY

ORF is committed to creating a healthy and productive work environment for all employees.

In June 2023, ORF launched an online survey on "Psychosocial Stress in the Workplace" among its staff. The goal of the survey was to improve and further develop the work environment for employees, as well as to identify and reduce potential psychological stressors in the workplace. The survey was conducted online by the occupational psychology consultancy "research-team," ensuring strict confidentiality and anonymity.

64.1% of ORF employees participated in the survey, marking a threefold increase compared to the previous survey (2014) and providing highly meaningful results due to the strong participation rate.

In workshops, specific measures were defined with managers and works councils, to which the leadership teams have committed. A training programme tailored to the survey results has been developed and is now being implemented. The measures will be carried out over a five-year period.

WORKSHOPS AND SEMINARS ON IDENTIFIED STRESS AREAS

- Change management
- Health and fitness in the workplace
- Training on feedback and appreciation
- Generational management
- Creation of time resources
- Psychosocial training (individual stress thresholds)
- Conflict management
- Occupational psychological counselling
- Maintaining health in shift work
- Project reviews and prereviews
- Equal treatment, bullying, and sexual violence
- Awareness programmes (discrimination, fairness)



GREEN PRODUCING AT ORF

What does Green Producing mean, how does one obtain certification, and what criteria are used for evaluation? These questions are answered by Dipl.-Ing. Anicia Jahn, expert for the environmental label "Green Producing in Film and Television (UZ 76)" at ORF (2023).

FURNITURE FROM THE FUNKHAUS WIEN

In autumn 2023, a special project was launched out of the necessity to address the furniture inventory in a sustainable way when moving from Funkhaus Wien, located on Argentinierstraße in the 4th district of Vienna, to the Media Campus at Königlgberg. The old office furniture, kitchen fittings, and even scrap metal had to be either disposed of properly or secured for reuse. The idea quickly emerged to provide items that were still in good condition to social organisations.

From the outset, it was clear that the project should have a dual benefit: On the one hand, resources were conserved and unnecessary waste avoided; on the other, social projects could directly benefit from the reuse of these items. This led to a social initiative that allowed the donation of inventory from Funkhaus to charitable organisations free of charge.

The project was successfully implemented in close cooperation with various partner organisations. CAPE 10, a health and social centre in Vienna, as well as Gabarage, a project for long-term unemployed individuals, received both office and canteen furniture. We are especially pleased that two schools in Bosnia and Herzegovina – the primary schools in Šturlić and Todorovska Slapnica – were able to furnish their classrooms with our furniture. With 58 desks, 90 chairs, and 40 cabinets, the schools received much-needed support.

Items that could not be reused were disposed of properly, while scrap metal and cables were assessed, dismantled, and prepared

for recycling by specialised dealers. The entire project was completed in June 2024, when the last pieces of furniture were handed over to their new owners.

This social project demonstrates how sustainability and social responsibility can go hand in hand. It successfully conserved resources while making a valuable contribution to various social institutions and schools.



INITIATIVES BY ORF EMPLOYEES IN THE THREE DIMENSIONS OF SUSTAINABILITY

SUSTAINABILITY WORKING GROUP OF ORF-ENTERPRISE

During the relocation of ORF-Enterprise to the Media Campus, great emphasis was placed on sustainability by reviewing and reusing existing (office) materials. The concept of sustainability is deeply embedded in the company culture, evident through actions such as Earth Day initiatives and stickers saying "The brightest lights turn off the switch" on light switches.

A vegetable and fruit exchange basket was set up for surplus harvests from the company's own raised beds or employees' private gardens, complemented by seasonal kitchen calendars.

To reduce disposable items, all employees received high-quality Coffee-To-Go cups, rechargeable batteries are used for wireless mice and keyboards instead of disposable batteries, and a swap shelf for books and leftover promotional items encourages reuse.



Raised Bed with Fruit and Vegetable Cultivation in the ORF-Enterprise Area

ORF. WIE QUEER

In February 2023, the network ORF. Wie Queer was established to promote networking and exchange within the LGBTQIA* community at ORF. The ORF brand ORF. Wie Wir inspired the name of the initiative.

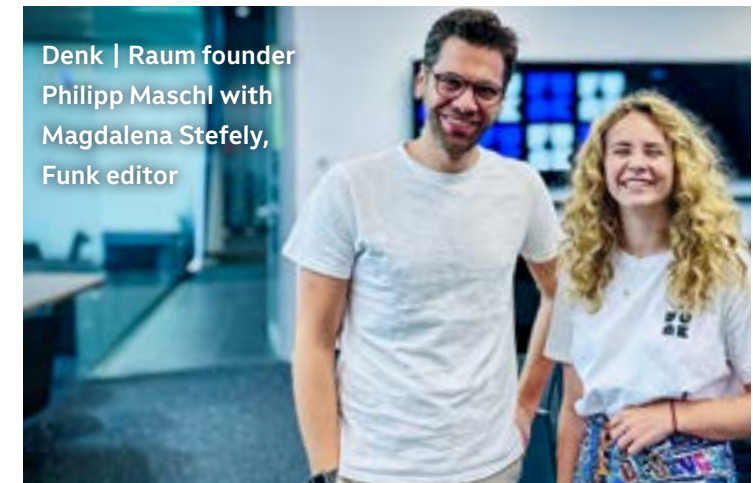
With regular meetings, the network offers a safe space for queer colleagues and their allies to get to know each other and strengthen one another. ORF. Wie Queer advocates for diversity and inclusion in the workplace and aims to raise awareness of LGBTQIA* issues within the company.



DENK | RAUM

Denk | Raum is the platform for young journalists and media makers at ORF. In 90-minute events, ideas are exchanged, problems analyzed, and key themes discussed. The goal is to offer young journalists the opportunity to present their work and potentially develop and air content that crosses departments and media platforms.

A highlight was the event in May 2023 on the theme "Funk: young, public-service, adaptable". Magdalena Stefely, editor at Funk, gave an exclusive insight into the content network strategies of ARD and ZDF to reach young target groups. Denk | Raum remains an open, ongoing process for exchange and development in a changing media landscape. The initiative is supported by the Public-Value Competence Centre.



INFORMATION ABOUT THE ORF MEDIA GROUP



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

The Austrian Broadcasting Corporation, as the largest media company in Austria, is constituted as a public law foundation. The ORF Law (ORF-G) regulates the tasks of ORF, which is committed to the entire society.

With its comprehensive range of programmes in the areas of Information, Culture, Entertainment, and Sport on radio, television, and online, ORF fulfils its core public-service mission. In order to design programmes for radio, television, and online for all people in Austria, ORF operates in various business sectors. In addition to journalistic activities both domestically and abroad, ORF is involved in film and television productions, including in-house, commissioned, and co-productions, as well as the marketing of creative services—such as films, series, and concerts—to international media companies through ORF-Enterprise. Furthermore, the ORF subsidiary ORS operates broadcasting facilities for television and radio programmes across all nine federal states.

All information about ORF and its activities, programme reach, and revenue structure is available on the ORF Public Value website at [zukunft.ORF.at](https://www.zukunft.orf.at) and in the Corporate Governance Report 2023. More information about the subsidiaries can be found on the [ORF corporate website](https://www.orf.at).

The new Radio NÖ discussion programme "Ein Ort am Wort" at the Waldviertler Hof in Langschlag.



ORF Subsidiaries 2023	
ORF Enterprise GmbH & Co KG (ORF-E KG)	Simpli Services GmbH & Co KG (simpli KG)
ORF Contribution Service GmbH (OBS)	ORF Regional Studio Marketing GmbH & Co KG (OLM)
ORF Online and Teletext GmbH & Co KG (OuT KG)	ORF Regional Studio Service GmbH & Co KG (OLS KG)
ORF Marketing & Creation GmbH & Co KG (OMC KG)	ORF Television Programme Service GmbH & Co KG (OFS KG) / ORF III KDV Klassik Digital Distribution GmbH in liquidation
ORF-KONTAKT Customer Service GmbH & Co KG (ORF-K)	ORF srl
Austrian Broadcasting Stations GmbH & Co KG (ORS KG)	
ORS comm GmbH & Co KG (ORS comm KG)	



ORF OFFICES ABROAD 2023

ORF



PROGRAMMES IN ORF GRI 3-3, GRI M7

PROGRAMME WITH ECOLOGICAL SUSTAINABILITY

According to the ORF Law, the company is obligated to provide information on topics related to nature and environmental protection, taking into account the promotion of understanding of the principles of sustainability.

In numerous programme focuses, shows, reports, and articles, ORF fulfils its programming mandate, tailoring these contents to specific target groups. In addition, there are various focal points, series, and initiatives across all ORF programmes that deal with sustainability. The most prominent and broadest initiative is the "ORF/MUTTER ERDE Programme Focus," which has taken place one to two times annually since 2014, usually in the spring and autumn, across all ORF platforms. As part of MUTTER ERDE, ORF has been cooperating for over ten years with Austria's largest environmental and nature conservation organisations.

Due to the relevance of the issues related to environmental protection, nature conservation, and sustainability, as well as the growing impact of ecological crises on all societal stakeholders (politics, economy, science, and the general public), these topics and the associated content are increasingly appearing in the news coverage. Reports are becoming more frequent about climate-related extreme weather events, (political) discussions around climate change damage, news about innovations and their applicability to the economy, solutions for slowing down global

warming, and adaptation measures. In recent years, ecological crises have gained more weight in ORF's reporting.

As a public service media company, which is solely accountable to its audience, ORF sees itself as an objective source of information, based on scientific facts, reporting "what is" with appropriate impartiality towards all actors involved. This allows the company to function as a pillar of democracy and as the "glue of society" in increasingly uncertain times.

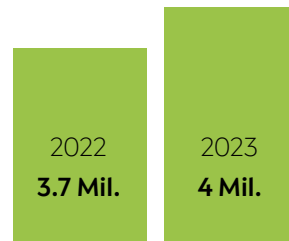
The benchmark for reporting is the current state of scientific knowledge in various areas of ecological sustainability (e.g., climate change and species extinction) and ORF's guiding principles. Accordingly, ORF operates independently of political parties and other interest groups and is exclusively committed to its audience and society.

THE ORF/MUTTER ERDE PROGRAMME FOCUS 2023 AND 2024

The tenth ORF/Mutter Erde programme focus in 2023 was dedicated to the topic of "Climate and Food." It took place from May 17 to May 30, 2023, across all ORF media platforms – television, radio, online, the regional studios, and ORF TELETEXT. The numerous TV programmes that explored the topic from different perspectives reached a total of more than four million people in Austria. The most-watched show was the Universum special edition "Climate Changes Wilderness," with up to 571,000 viewers.

In autumn 2024, the multimedia ORF/Mutter Erde programme focus will explore the impact of global warming on the water resource. From October 25 to November 3, 2024, ORF 1, ORF 2, ORF III, the ORF regional studios, Ö1, Hitradio Ö3, radio FM4, ORF TELETEXT, ORF ON, and ORF SOUND will address the challenges, causes, and potential solutions for managing the changing water cycle.

REACH OF THE ORF/MUTTER ERDE PROGRAMME FOCUS ORF-Indicator 01



TV viewers of the ORF/MUTTER ERDE programme focus (widest viewer circle)



HUMANITARIAN BROADCASTING GRI 3-3

For 50 years, Licht ins Dunkel (Light into Darkness) has been a fixture in ORF's programming. As part of this and other humanitarian initiatives, ORF reports on inclusion and people with disabilities, as well as on the lives and fates of individuals in war and crisis zones, both at home and abroad.

The appropriate consideration and promotion of social and humanitarian activities, including raising awareness about the inclusion of people with disabilities in society and the labour market, is listed as the final point (of 19 total) in the ORF Law as a core mandate of ORF. This is implemented across all ORF programmes and offerings. The humanitarian broadcasting activities of ORF complement this implementation.

Through Licht ins Dunkel, Nachbar in Not, and Österreich hilft Österreich (Austria Helps Austria), people with disabilities, individuals in difficult social situations, as well as those in disaster and humanitarian emergencies both at home and abroad, are supported, and their stories are told. ORF reporters are on duty around the clock, providing updates on the latest developments.

In addition, ORF provides free airtime for "social spots" on radio and television to other charitable organisations, enabling them to raise funds for charitable causes.

Two key pillars of the third ORF charity brand, Österreich hilft Österreich, were established in 2023: the solidarity contribution and the movement initiative Wir Bewegen Österreich.

During the 2023 Vienna Opera Ball, the charity concept of the solidarity contribution for Österreich hilft Österreich was introduced to a broad public. By adding a solidarity surcharge to ticket prices and food and beverage offerings, donations were collected for urgently needed aid projects.



**ORF reporter on assignment
during the flood disaster in
Lower Austria, September 2024**

With the year-round initiative Wir Bewegen Österreich, all people in Austria are to be motivated to engage in physical activity and sports. At the same time, the initiative aims to raise awareness of a sense of community. The initiative is being carried out in collaboration with Austria's sports federations and sports clubs, as well as the Federal Ministry for Arts, Culture, Public Service, and Sport, and is supported by the Healthy Austria Fund.

In autumn 2023, the movement initiative was intensively promoted at the "Day of Sport" in the Prater in Vienna, in front of thousands of sports enthusiasts. A nationwide call (trailer and spots) for the action day on National Day was followed by thousands of people, resulting in over 1 million minutes of exercise being logged. During the "Runde um den Ring" (Round around the Ring), more than 5,000 participants were counted along the Ringstrasse in Vienna. Coverage took place throughout the day on all ORF media channels.

In addition to the charitable initiatives, ORF also provides a platform for multilingual young people and their speeches as part of the multilingual speech competition "Sag's Multi" (Say It Multi). ORF has been the organiser of the speech competition since 2020.



Olympic kitesurfing champion Valentin Bontus supports WIR BEWEGEN ÖSTERREICH.

DONATIONS PER CHARITY CAMPAIGN IN EURO ORF-Indicator 03

Charity Campaign	2022	2023
LICHT INS DUNKEL	36.7 million*	20.06 million (financial year ends on 31.03.2024)
NACHBAR IN NOT	96.66 million*	17.2 million*
ÖSTERREICH HILFT ÖSTERREICH	No campaign due to COVID-19	6.8 million*

* Including doubling by the federal government

CORPORATE GOVERNANCE GRI 2-9, GRI 2-10, GRI 2-11, GRI 2-28

The bodies of ORF consist of the Foundation Council, the Director-General, and the Audience Council. With the ORF Corporate Governance Code, which establishes the rules for good and responsible corporate governance, specifically for ORF as a public law foundation, the company commits to "State of the Art" standards. Legal supervision is the responsibility of the regulatory authority KommAustria. ORF is a member of the European Broadcasting Union (EBU).

FOUNDATION COUNCIL

The ORF Foundation Council, the highest supervisory body of the Austrian Broadcasting Corporation (ORF), consists of 35 members who are appointed according to the provisions of the ORF Act to ensure balanced representation of political, societal, and cultural interests.

The members of the Foundation Council are appointed by the federal government, the regional governments, parliament, the Audience Council, and the Central Works Council. The federal government appoints nine members, who should have special expertise in the fields of media, economics, or law.

Each regional government appoints one member to the Foundation Council to represent the interests of the respective federal state. The National Council appoints four members, and the Federal Council appoints two members. These appointments are made according to proportional representation, reflecting the political forces in parliament. The Audience Council, which

represents the interests of the ORF audience, appoints six members to the Foundation Council. These members come from socially relevant groups such as churches, trade unions, and other organisations. The ORF Central Works Council, which represents ORF employees, appoints five members.



Pictured: ORF-Enterprise CEO Oliver Böhm, Mag. Walter Marschitz (Chairman of the Audience Council), Mag. Lothar Lockl (Chairman of the ORF Foundation Council), ORF Director-General Roland Weißmann.

The composition of the Foundation Council ensures political balance, gender parity, and professional diversity. The members must act independently and provide a declaration stating that they are free from political influence. These regulations are designed to ensure that ORF fulfils its public service mandate in a neutral manner and in the interests of society as a whole.

In the 2023 reporting year, the Constitutional Court (VfGH) annulled provisions regarding the appointment and composition of the ORF Foundation Council and the Audience Council as unconstitutional. These provisions must be revised by the legislature by March 2025 to ensure independence and pluralism.

MANAGEMENT AND EXECUTIVE BOARD

The Director-General of ORF is the sole managing director, appointed by the Foundation Council for a term of five years. Based on his proposals, the directors and regional directors are appointed by the Foundation Council. Since 2022, for the first time, three women in the ORF Executive Board are working alongside two men.

AUDIENCE COUNCIL

The ORF Audience Council consists of 30 members who represent various societal groups. The composition is laid down in the ORF Act to ensure a balanced representation of societal interests. Of the 30 members, 17 are appointed by the Federal Chancellor, currently the Minister of Media. These members are meant to represent 14 different societal groups, including culture, science, senior citizens' associations, consumer

organisations, sport, youth organisations, people with disabilities, environmental organisations, migration organisations, women's organisations, and organisations involved in development cooperation.

The remaining 13 members are nominated by legally defined bodies. These include representatives from chambers such as the Chamber of Labour and the Chamber of Commerce, churches and religious communities, as well as party academies and other socially relevant organisations. The composition of the Audience Council aims to ensure that the diversity of Austrian society is reflected in the council.

In the reporting year, the Audience Council had 29 members, 10 women and 19 men. The term of office lasts for four years. The duties and powers of the Audience Council are regulated by the ORF Act. Among other things, it provides recommendations to the management regarding the programming of ORF.

EMPLOYEES OF THE ORF MEDIA GROUP

For the first time, the necessary personnel figures for the ORF sustainability report were collected not only for ORF itself but also for its subsidiaries, thereby covering the entire ORF media group. Published alongside an overall table for the media group, the relevant personnel figures include the comparison value from 2022 for ORF, as well as a separate breakdown for the subsidiaries (only for 2023 due to the initial data collection).

4,235 employees and 715 freelance workers or leased staff are employed across 30 locations for the ORF media group. Of these, 25 correspondents report daily from 16 offices worldwide.



EMPLOYEES OF ORF: PARENT COMPANY, SUBSIDIARIES, MEDIA GROUP 2023* GRI 2-7

EMPLOYEES BY EMPLOYMENT NUMBERS	PARENT COMPANY	SUBSIDIARIES	MEDIA GROUP
Total number of employees	3,125	1,110	4,235
Of which women	1,442	595	2,037
Of which men	1,683	515	2,198
Permanent employees	3,049	1,064	4,113
Of which women	1,398	568	1,966
Of which men	1,651	496	2,147
Temporary employees	76	46	122
Of which women	44	27	71
Of which men	32	19	51
Employees with non-guaranteed working hours	0	31	31
Of which women	0	20	20
Of which men	0	11	11
Full-time employees	1,986	617	2,603
Of which women	713	290	1,003
Of which men	1,273	327	1,600
Part-time employees	1,139	493	1,632
Of which women	729	305	1,034
Of which men	410	188	598

*As of 31 December 2023, headcount (not full-time equivalents)

GROUP EMPLOYEES WHO ARE NOT EMPLOYEES 2023* GRI 2-8

Group employees who are not salaried employees	715**
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*As of 31 December 2023

**The category of employees who are not salaried employees includes self-employed fee-based workers, such as creative artists and permanent leased staff.

SUSTAINABILITY AT ORF

This report summarises the activities of the ORF media group in connection with the ESGs (Environmental, Social, and Governance), covering the three sustainability areas of Environment, Social, and Ethical Corporate Governance.



MATERIAL SUSTAINABILITY TOPICS GRI 3-1

The ORF Act (ORF-G) governs the organisation and operation of the Austrian Broadcasting Corporation (ORF) and sets the legal framework for the activities of the foundation and its subsidiaries. Based on this law, the area of governance—ethical corporate governance, including journalistic objectivity and anti-corruption—is regulated. Furthermore, the issue of gender equality for the foundation (excluding subsidiaries) is enshrined.

For the programming, the ORF Act in § 4 (1) defines thematic areas in ecological and social sustainability and obliges ORF to ensure:

- The adequate consideration of the concerns of people with disabilities, § 4 (1) 10.
- The adequate consideration of the concerns of families and children, as well as gender equality, § 4 (1) 11.
- Information on topics related to health, nature, environment, and consumer protection, with a focus on promoting understanding of the principles of sustainability, § 4 (1) 14.
- The adequate consideration and promotion of social and humanitarian activities, including raising awareness about the inclusion of people with disabilities in society and the labour market, § 4 (1) 19.



The ORF Act provides for programmes for autochthonous ethnic groups.

In addition, the ORF media group has been implementing initiatives and measures for many years in the areas of ethical corporate governance, as well as social and environmental sustainability in its operations. These include, among others, measures in the areas of compliance and anti-corruption, health and mobility offerings for the workforce, improvements to work-life balance (such as through an in-house kindergarten), sustainable procurement, climate protection and decarbonisation (e.g., in the company’s own fleet), and the greening of TV productions (Green Producing).

The operational measures in the three sustainability dimensions—Environmental, Social, and Governance (ESG)—go far beyond the obligations set out in the ORF Act.

The ORF media group, including the foundation and its subsidiaries, is, like all other companies, required to comply with legal requirements. This includes, for example, reporting

obligations, compliance with environmental laws, and the protection of the rights of employees. Regardless of this obligation, it is essential for the companies within the ORF media group to define the key issues related to sustainable development and to continually work on their implementation.

The key issues have thus been defined from the group’s perspective and taking into account the interests of stakeholders. These key issues consist of the most significant impacts of the ORF’s and its subsidiaries’ activities within the sustainability dimensions. Throughout 2024, a double materiality analysis based on the ESRS guidelines will be carried out.

In line with these key issues, ORF is implementing a series of measures across the group, which are presented in this report. These initiatives concern both content delivery (programming) and operational sustainability within the media group.

LIST OF MATERIAL TOPICS GRI 3-2

ESG-Bereich	Wesentliches Thema
Ecological Sustainability (Environmental)	Programmes with ecological sustainability
	Green Producing
	Climate protection
Social sustainability (Social)	Humanitarian Broadcasting
	Accessibility & Diversity
	Gender Equality
	Responsible Employer
Ethical corporate governance (Governance)	Ethics & Compliance
	Journalistic Independence
	Ensuring Objectivity

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 that outline the direction until 2030 and underscore the importance of action in various areas. These United Nations Sustainable Development Goals (SDGs), also known as the 2030 Agenda, were recognised by 193 countries. The Republic of Austria also supports these goals. The SDGs are relevant for public institutions, interest groups, businesses, and individuals

alike. Everyone is encouraged to contribute to the achievement of these goals. As Austria's largest media company, ORF supports the development goals and contributes to achieving specific goals: Quality education (SDG 4), Gender equality (SDG 5), Industry, innovation, and infrastructure (SDG 9), and Climate action (SDG 13). In pursuing these goals, ORF relies on partnerships (SDG 17).



STAKEHOLDER DIALOGUE GRI2-29

Employees, business partners, journalists, representatives from politics and NGOs, as well as customers – all of them are stakeholders of ORF.

An ORF for everyone: As the largest media company in the country, it is ORF's responsibility to meet the interests and needs of all stakeholder groups and maintain an open and factual exchange. Through various formats, all population groups are involved in the programming process. For example, through the audience and expert discussions held by ORF. The regular "DialogForum" of the Public-Value Competence Centre, 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's editorial teams.

Each year, around 100,000 people (2023) visit ORF in person. Through tours and workshops as part of the ORF-BACKSTAGE programme, 70,000 people received a comprehensive insight into the workings and processes of media production at ORF. Around 30,000 guests attended studio recordings. This established service strengthens ORF's connection with its audience and serves to engage stakeholders.

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



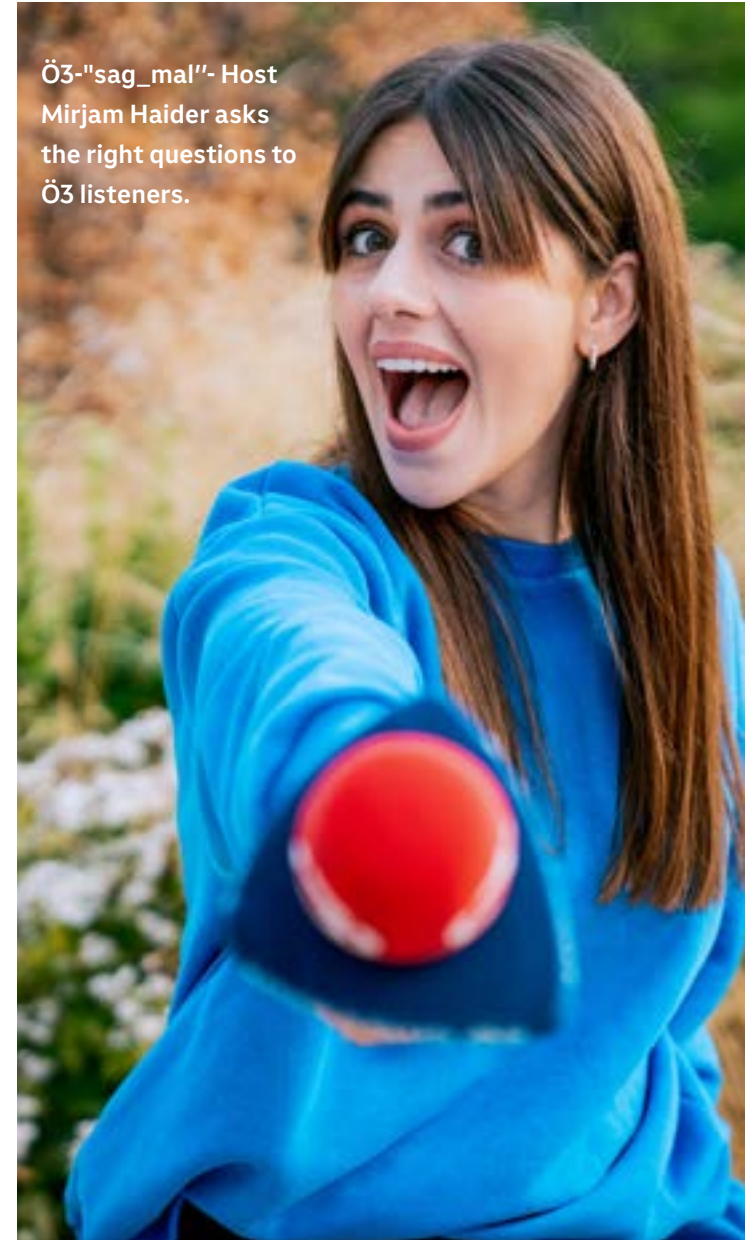
HITRADIO Ö3: STAKEHOLDER INITIATIVES FOR A YOUNGER AUDIENCE

After years of multiple crises, uncertainties, and the unpredictability of educational and career paths, daily life, and life in general, Generation Z has strongly reoriented itself. To reflect the country and its younger population and, in line with its public service mission, to reach all age groups, Hitradio Ö3 launched the Ö3 Youth Study "Inside GenZ" in spring 2023. This initiative was based on 44 questions in an interactive survey tool on the Hitradio Ö3 website, which formed the basis for a multi-week programme focus in May 2023. Through this, ORF gained insights into the inner world of a highly challenged generation. Around 44,000 young people participated in the survey.

At the end of 2023, Hitradio Ö3 launched several new programme features with stronger stakeholder involvement, including: "Frag das ganze Land – Der Ö3-Night Talk" and "sag_mal", which, like the annual Ö3 Youth Study, specifically address the issues of the younger generation.

To mark the 40th anniversary of the Ö3 Crisis Helpline, the first Ö3 "Mental Health Festival" took place. On the action day, the exclusive podcast series "Kratky sucht das Glück" was launched, featuring prominent guests such as NESS, Melissa Naschenweng, and Ali Mahlodji. A discussion event was also held at the Ö3 House on the ORF Media Campus. The goal was clear: to speak openly and without prejudice about mental health issues, bringing them out of the taboo zone and directly onto the country's largest stage – thus raising awareness in society.

Ö3-"sag_mal"- Host
Mirjam Haider asks
the right questions to
Ö3 listeners.



ECOLOGICAL SUSTAINABILITY

Waste management and the company’s own resource consumption, energy efficiency, the company’s contribution to climate protection, and measures in the area of Green Producing: These are the topics the ORF addresses in relation to ecological sustainability in its operations. Sustainability, environmental and nature conservation are regularly featured in the coverage across its multimedia programme.

The base year for these targets is 2015. This includes emissions from all ORF locations in Austria, as well as the energy consumption of the broadcasting facilities. In the mobility sector, all trips made by the entire vehicle fleet, rental cars, and domestic business trips are considered. The energy efficiency assessment considers the total energy consumption of the broadcast facilities and the energy intensity (energy per area).

CLIMATE PROTECTION AT ORF GRI 3-3

The climate protection measures implemented by ORF are showing results. In 2023, significant progress was made in achieving the goals of the Climate Protection Pact 2030, as well as in reducing the carbon footprint. Climate neutrality and decarbonisation are concerns for both the industrial and service sectors, as well as public broadcasting organisations like ORF. ORF’s goal under the Climate Protection Pact by 2030 is to:

- Reduce CO₂ emissions by 55%
- Improve energy efficiency by 15%
- Increase the share of renewable energy sources in energy consumption (from electricity, heating, and transport) to 60%

The target table shows that ORF has already achieved its commitments under the Climate Protection Pact 2030 in 2023. The emissions considered for the pact were reduced by 70%, energy efficiency was improved by 25%, and the share of renewable energy sources was increased to 71%.

CURRENT TARGET ACHIEVEMENT – CLIMATE PROTECTION PACT 2030*

Climate Protection Pact Target	Target Value	2022	2023
Reduction of greenhouse gas emissions	55%	63%	70%
Improvement of energy efficiency	15%	13%	25%
Share of renewable energy sources	60%	68%	71%

*Excluding the subsidiary OBS (2023: GIS)



CLIMATE PROTECTION PACT 2030

The Climate Protection Pact is a voluntary climate protection programme initiated by the Ministry for Climate Action (BMK) for large companies in Austria. It adopts a comprehensive approach, as only through a broad range of operational measures can the planned greenhouse gas reduction be successfully implemented in the long term.

The climate protection concepts proposed by the twelve pact partners, including companies such as ÖBB, Ölz, McDonald's Austria, Rewe Group, and Bank Austria, cover activities in the five action areas: energy saving & energy efficiency, construction & renovation, mobility, renewable energy sources, renewable raw materials & resource efficiency, and awareness-raising measures within the company.

By joining the Climate Protection Pact, companies begin an annually recurring structured process to optimise the climate protection concept initially submitted. The achievement of targets is assessed annually by the Austrian Energy Agency (AEA), ensuring maximum credibility and transparency both internally and externally.

ORF CARBON FOOTPRINT GRI 305-1, GRI 305-2, GRI 305-3

In addition to the Climate Protection Pact 2030, the Austrian Environment Agency has been calculating a complete greenhouse gas balance (Carbon Footprint) for the ORF since 2018, according to the Greenhouse Gas Protocol (GHG). While the Climate Protection Pact primarily includes direct emissions (Scope 1 and 2), the Carbon Footprint for the ORF group (excluding OBS; 2023: GIS) also includes indirect emissions from upstream and downstream processes (Scope 3). The ORF greenhouse gas balance calculation includes emissions from Scopes 1-3. These are broken down as follows:

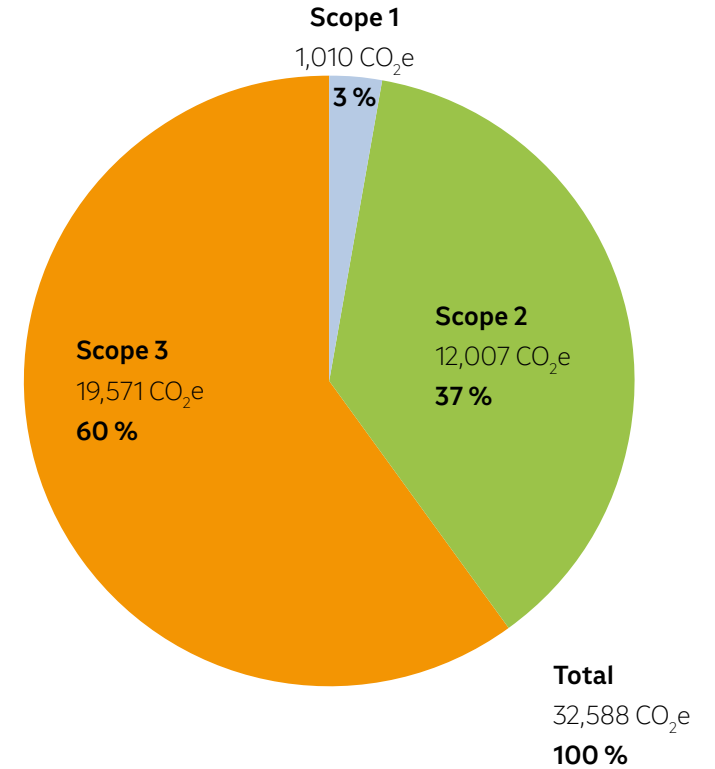
Scope 1: Direct emissions from fuels, natural gas, diesel for emergency power generators, refrigerants

Scope 2: Indirect emissions from purchased energy, electricity, district heating

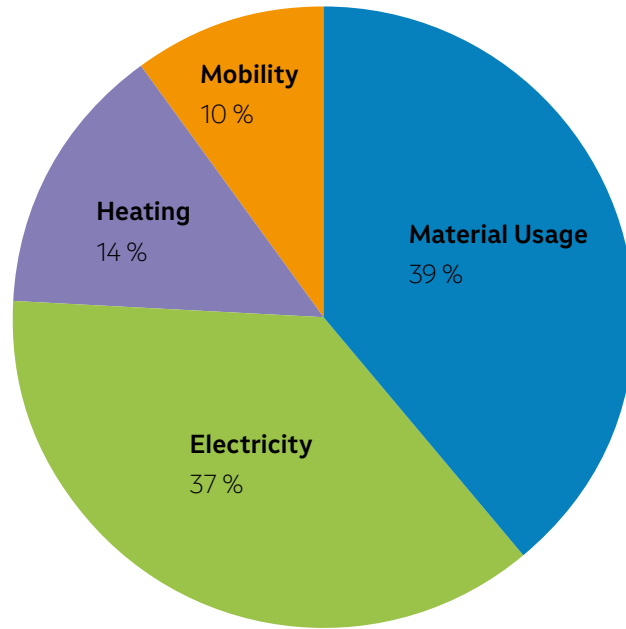
Scope 3: Indirect emissions from upstream and downstream processes, employee mobility, rental vehicles, external load power, business travel (flights, etc.), waste, material usage, external data storage (electricity for servers).

The system boundary for the ORF Carbon Footprint is updated and expanded annually in coordination with the Environment Agency. In 2022, the external data storage was included for the first time, and in 2023, the integration of OBS (2023: GIS) was also carried out.

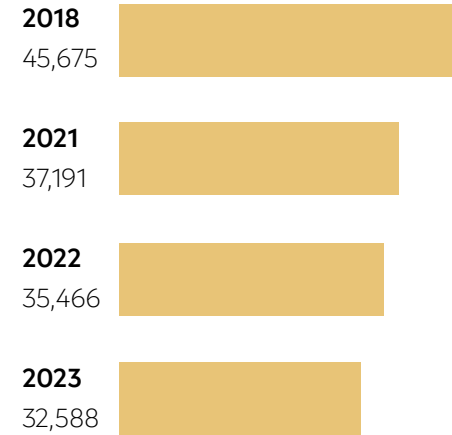
GHG EMISSIONS IN TONNES OF CO₂ EQUIVALENT 2023



SHARE OF CURRENT CO₂e BY AREA 2023



SHARE OF CURRENT CO₂e by area 2023

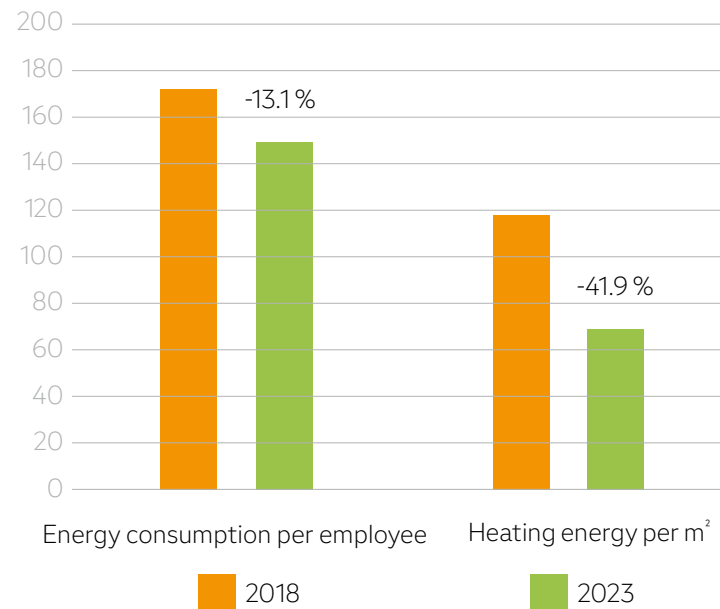


DEVELOPMENT OF ENERGY CONSUMPTION IN MWh * GRI 302-1

Energy consumption in MWh*	2015 (Base Year)	2022	2023
Electricity	67,747	65,051	58,167
Heating	26,337	21,158	16,984
Transport (Diesel and Petrol)	2,459	1,890	1,763
Total energy consumption	96,543	88,099	76,914
Of which renewable energy	44,485	59,551	54,580

*Excluding OBS (2023: GIS)

ENERGY CONSUMPTION IN KWH*



*Since the first survey in 2018, energy consumption has been significantly reduced.

The greenhouse gas emissions displayed in the ORF's comprehensive Carbon Footprint also show significant reductions. In 2023, these were 8.5% lower than in 2022 and almost 29% lower than in 2018. This is primarily 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 clear that Scope 3 emissions account for 60% of ORF's Carbon Footprint. Therefore, measures to reduce material usage and other upstream and downstream processes will increasingly be necessary in the future.

HIGHLIGHTS 2023

- The electricity consumption of ORF continues to decrease. In 2023, it dropped by 12%. This is due to increased efficiency at the transmission facilities and measures (e.g., LED retrofitting) at the ORF locations.
- The energy usage for space heating has decreased significantly. The main reason for this is the successful thermal renovation and new construction measures at the ORF Media Campus in Vienna. Both the renovation of all building parts and the new building have been certified with the "klimaaktiv Gold" standard. The expected reductions in heating energy are confirmed by practice.
- The material usage for internal and external productions decreased by 7% in 2023.
- The job ticket and parking management offered by ORF for its employees at the Media Campus in Vienna are proving effective. The modal split has improved significantly since 2018, with the percentage of employees commuting by public transport increasing from 27% to 52%. This has resulted in a reduction of greenhouse gas emissions by over 30%.
- Air travel increased again in 2023, nearly reaching pre-pandemic levels. Further measures will need to be taken in this area going forward.

OUTLOOK AND GOALS

- The goals already achieved as part of the klimaaktiv Pact 2030 must be consolidated and represent an important interim step towards the decarbonisation of ORF by 2040.
- The share of renewable energy sources will continue to be expanded.
- The photovoltaic system at the Media Campus in Vienna will be commissioned in 2024 and will provide up to 8% of the electricity required at the site.
- "klimaaktiv Gold" standard will be applied to further renovation measures.
- The last fossil-fuel heated ORF locations are currently being upgraded. Climate-friendly solutions are being evaluated.
- The ORF fleet will largely be converted to electric mobility in the future. The first phase of the conversion has already been completed, and charging infrastructure has been expanded at all locations (see also the Sustainability Report 2022/2023).
- Specific environmental measures in the production of TV formats (e.g., Green Producing) are expected to bring further positive effects.
- Continuous reduction of residual waste, which contributes to the ORF Carbon Footprint under Scope 3, will be pursued through consistently improved waste separation.
- Goal-setting for waste reduction will be done once the key figures for the consolidated Media Campus site are available.



GREEN PRODUCING GRI 3-3

TV productions are significant contributors to reducing ORF's greenhouse gas emissions due to their high electricity consumption and the use of resources (e.g., for sets, decorations, costumes).

As Austria's largest media company, ORF, together with the Austrian film and production industry and funding institutions, promotes greater sustainability, climate protection, and resource conservation in film and television production. Therefore, ORF not only encourages ecological television productions in its own productions but also in collaboration with external contractors and partners within the framework of commissioned and co-productions.

CERTIFICATIONS UNDER THE AUSTRIAN ENVIRONMENTAL LABEL

Under the term "Green Producing," measures are summarised that aim to minimise the greenhouse gas emissions and other environmental impacts caused by TV productions, thereby contributing to achieving sustainability goals (see also the Climate Protection chapter). The goal is to continuously improve production processes and reduce CO2 emissions.

ORF follows the guidelines of the Austrian Environmental Label for "Green Producing in Film and Television (UZ 76)," which has been in force since 2017 and was developed in collaboration with numerous stakeholders from the film and television industry. An evaluation is scheduled for 2024, and revised criteria are expected to come into effect from January 2025.

Since 2018, ORF has been working to make as many locations as possible licensed under the environmental label. By the end of 2023, six ORF locations were already licensed—the ORF Media Campus in Vienna, and the regional studios in Vorarlberg, Tyrol, Salzburg, Vienna, and Burgenland. In spring 2024, the regional studio in Lower Austria will also join. By 2025, all regional studios are expected to be licensed.

In the field of commissioned and co-productions, the topic of "Green Producing" has also gained additional support through the explicit promotion of environmental measures as part of film funding from ÖFI and FISA+ ("Green Bonus").

NUMBER OF CERTIFIED PRODUCTIONS AT ORF ORF Indicator 02

	2022	2024
Environmentally certified ORF in-house productions	12	12
Licensed holders of the environmental label	5	6

PRODUCTIONS IN THE REPORTING PERIOD



The Magic of Birds – What Excites Birdwatchers (3sat) (PKM; 2023)

PRODUCTIONS IN THE REPORTING PERIOD

ORF



Country Thriller Lower Austria: The Guardian Angel (Superfilm; 2023)

PRODUCTIONS IN THE REPORTING PERIOD

ORF



The Dead of Salzburg - Sweet Poison (satelfilm; 2023)

PRODUCTIONS IN THE REPORTING PERIOD

ORF



SOKO Linz (Gebhardt Productions; since 2022)

PRODUCTIONS IN THE REPORTING PERIOD

ORF



Smart 10 - The quiz with 10 possibilities (TV Friends; since September 2023)

PRODUCTIONS IN THE REPORTING PERIOD

ORF



PRODUCTIONS IN THE REPORTING PERIOD

ORF



Forever Yours (Monafilm; 2023)

PRODUCTIONS IN THE REPORTING PERIOD

ORF



Adventure Christmas - Family can never be big enough (Monafilm; 2023)

PRODUCTIONS IN THE REPORTING PERIOD

ORF



Country Thriller Vorarlberg: The Silence of the Donkeys (Superfilm; 2023)

PRODUCTIONS IN THE REPORTING PERIOD

ORF



The magic of birds - What inspires birdwatchers (3sat) (PKM; 2023)

ENVIRONMENTALLY CERTIFIED BROADCASTS AND PRODUCTIONS DURING THE REPORTING PERIOD:

ORF IN-HOUSE PRODUCTIONS

ORF Media Campus
Hypomeeting Götzis (May 2023)

ORF Salzburg
Salzburg Today and Salzburg Weather (since 2022)

ORF Vorarlberg
Vorarlberg Today and Vorarlberg Weather (since 2022)

ORF Burgenland
Burgenland Today and Burgenland Weather (since 2023)

Broadcasts by the ORF Ethnic Groups Editorial Team:

- Dobar dan Hrvati
- dj'Isten magyarok
- Romano Dikipe
- Ozveny
- WIR (broadcast on ORF III)

COMMISSIONED PRODUCTIONS

Country Thriller Lower Austria: The Guardian Angel
(Superfilm; 2023)

Country Thriller Vorarlberg: The Silence of the Donkeys
(Superfilm; 2023)

SOKO Linz (Gebhardt Productions; since 2022)

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

Smart 10 – The Quiz with 10 Possibilities (TV Friends; since
September 2023)

Christmas Adventure – Family Can Never Be Big Enough
(Monafilm; 2023)

Forever Yours (Monafilm; 2023)

The Magic of Birds – What Inspires Birdwatchers (3sat) (PKM;
2023)

The Dead of Salzburg – Sweet Poison (satelfilm; 2023)

Viennese Blood – Mountain Court (satelfilm; 2023)

PRODUCTIONS DURING THE REPORTING PERIOD

NEW PRODUCTIONS IN 2024

In 2024, additional ORF Green Productions were launched:

- ORF Lower Austria Regional Studio became a certified Environmental Label licensee in 2024 and now produces the daily broadcasts “Lower Austria Today” and “Lower Austria Weather” in an environmentally friendly manner. ORF Vorarlberg Regional Studio obtained certification for further productions in 2024, including the documentary “Global Solidarity – How Everyday Life Shapes the Planet”, the “Opening of the 2024 Bregenz Festival”, and the “Bregenz Festival Magazine”.

OUTLOOK AND GOALS FOR GREEN PRODUCING

- Expansion of the Environmental Label Green Producing License to all ORF sites (Media Campus and regional studios) by 2025.
- Review and Certification of as many ORF Productions as possible with the Environmental Label for Green Producing, with a focus on productions with a significant ecological impact.
- Active Participation in the Stakeholder Process for revising the Environmental Label guidelines for 2024/2025.
- Development of ORF Internal Green Producing Guidelines by 2025 to apply to as many productions as possible, even without certification.
- Focus on ORF "Universum": Gradual certification of all ORF-commissioned Universum nature documentaries with the Environmental Label.



Since April 2024, Radio Lower Austria presenter Tanja Karssemeijer has been presenting a new weekly weather segment following Lower Austria Today, featuring innovative presentation techniques.

SOCIAL SUSTAINABILITY

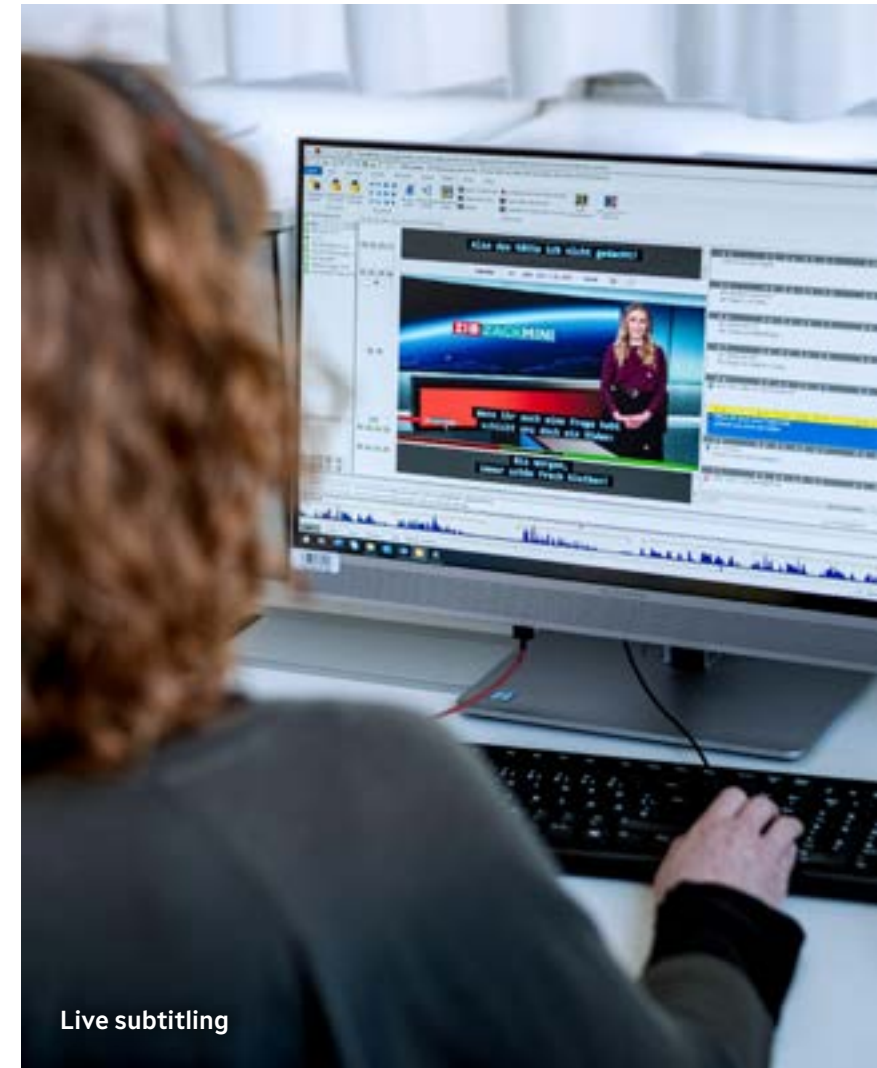
In the area of social sustainability, ORF has identified several key areas as essential to the organization: responsible employer practices, gender equality, accessibility, and diversity. Some of these areas have established traditions and strategies, while others are in earlier stages of development.

ACCESSIBILITY GRI 3-3

Accessibility, inclusion, and diversity are critical issues for ORF, mandated by the ORF Act. The law promotes awareness for the inclusion of people with disabilities in society and the labor market. This commitment is reflected in ORF's ongoing programming and in specific initiatives, such as the Ö3 apprenticeship search for young people with disabilities.

The ORF Act also mandates the production of programs for Austria's recognized ethnic communities, each with its own advisory board. Additionally, ORF is required to operate a radio station that broadcasts a significant portion of its content in foreign languages.

With the amendment to the ORF Act (§ 5 para. 2), effective January 1, 2021, ORF has been obligated to steadily increase the percentage of accessible broadcasts across television and online platforms.



ACCESSIBILITY IN PROGRAMMING

ORF makes its programming accessible to people with hearing or visual impairments through subtitles, Austrian Sign Language, audio descriptions, and news in plain language. News in plain language not only supports individuals with learning disabilities in understanding current events but also benefits older adults and people with limited German proficiency.

The ORF Act includes an **Action Plan for Accessibility**, which guides the continuous expansion of accessible programming. This plan requires ORF to increase the share of accessible broadcasts each year, starting from a 2020 baseline. By 2030, ORF aims to make all television programs with spoken content fully accessible.

ACTION PLAN FOR EXPANDING ACCESSIBILITY SERVICES

With the Accessibility Expansion Action Plan, the ORF defines the priorities that are set in the individual areas in order to make more programmes accessible to all people in Austria every year.

The action plan is drawn up in consultation with relevant representatives of the various organisations of people with disabilities. This action plan shows that the legal requirements in the area of subtitling were clearly exceeded in 2023. In addition, at the beginning of 2024, a decades-long demand for the subtitling of the richly diverse Bundesland heute (Federal state today) programmes, which have a high reach. They are only available online shortly after the broadcasts.

The other services to facilitate access to ORF programmes for the hearing and visually impaired and people with learning disabilities are also being gradually expanded.

Special attention is currently being paid to the new children's channel ORF Kids and the video offerings on news.ORF.at and sport. ORF.at, the number of which has been significantly increased since the beginning of 2024 due to the new legal requirements. The subtitling is also relevant for people who want to watch videos on mobile devices without sound while on the move.



Since 2024, ZIB Zack Mini has been translated into Austrian sign language on ORF On and ORF Kids.

MEASURES AND ACHIEVED GOALS 2023/2024*

Since January 2024, all nine **Bundesland Today** broadcasts, as well as **South Tyrol Today**, are available **with subtitles** on ORF On (formerly ORF-TVthek in 2023) shortly after airing. AI-driven programs generate these subtitles in real-time during broadcasts.

Successful prioritisation in accordance with the ORF Act: The expansion of accessibility was driven forward particularly in the areas of **children's and information programmes** as well as in the main evening (6.30 pm to 10 pm) - information programmes: 65.3 % (2022: 55 %); children's programmes: 91 % (2022: 80.4 %); main evening: 59 % (2022: 53.6 %).

Inclusive Media Practice Program: This seven-month training program, held from January to July 2023, offered six individuals with disabilities hands-on experience at ORF. Through workshops and internships in various editorial departments, participants gained insight into journalism and related fields. One graduate has since joined the subtitling editorial team.

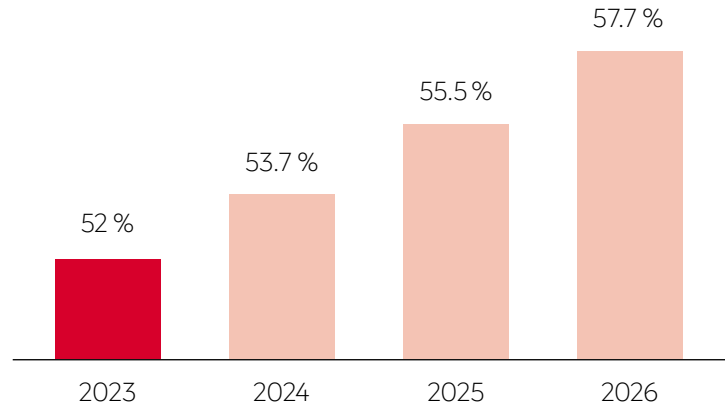
Inclusion Database: Launched in October 2023 under the title "Yes, They Can!", this database provides ORF editorial teams with a resource of experts with disabilities in various fields. Its purpose is to ensure that individuals with disabilities are represented not only in discussions about disability but also in broader social and topical issues.

*These examples represent a selection. A full list is available in the ORF Action Plan for Accessibility 2023-2026/Supplementary Updates.

The Ö1 Podcast **Inclusion Must Be Lived**, which is published weekly, has had a **transcript** for individuals with hearing impairments since October 2023, which is available on the Ö1 website.



SUBTITLES
FORECAST THROUGH 2026 ORF-Indicator O4

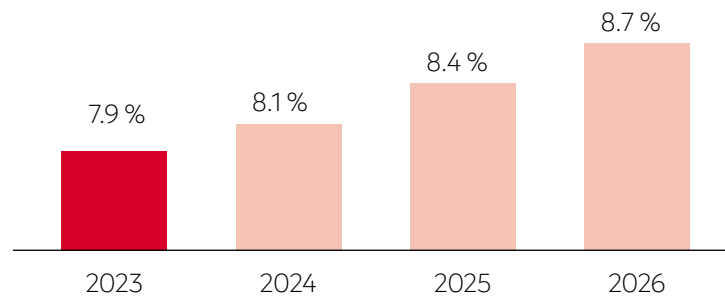


*Projections based on the current situation and available data.

THE KEY TARGETS OF THE CURRENT ACTION PLAN
(2023-26) ARE AS FOLLOWS:

- Increase subtitle coverage to 57.4% by 2026 (from 52% in 2023).
- Raise audio description coverage to 8.7% by 2026 (from 7.9% in 2023).
- Prioritize Austrian Sign Language in selected areas, such as children’s programming.
- Expand the use of new technologies (e.g., AI software)

AUDIO DESCRIPTION
FORECAST THROUGH 2026 ORF-Indicator O4



*Projections based on the current situation and available data.

PROPORTION OF EMPLOYEES WITH DISABILITIES
ACCORDING TO THE DISABILITY EMPLOYMENT ACT
ORF-Indicator O5

In the reporting year 2023 (as of December 31), ORF employed 110 individuals under the Disability Employment Act within the ORF media group. ORF does not pay a compensatory levy.

GENDER EQUALITY IN THE ORF MEDIA GROUP GRI 3-3

As mandated by the ORF Act, the ORF Director-General issues an Equality Plan based on recommendations from the Working Group on Gender Equality. This legal requirement specifically applies to the ORF Foundation, excluding its subsidiaries. The plan, updated every two years, outlines strategies to address existing underrepresentation and eliminate disadvantages faced by women. Since 2021, ORF subsidiaries have implemented a process to advance gender equality, yielding initial results in 2023, which are detailed in this report.

ORF EQUAL OPPORTUNITIES REPORT 2023: MEASURES AND GOALS ACHIEVED IN THE ORF PARENT COMPANY

The effectiveness and progress of equal opportunities at the ORF parent company (foundation) and the activities of the equal opportunities bodies are published in the annual Equal Opportunities Report. This was published in the first quarter of 2024 and submitted to the ORF Management Board and the ORF Foundation Board. Some of the goals set out in the equality plan were achieved, including:

- Increase the proportion of women in management positions: When filling management positions following hearings in 2023, 50% of positions were awarded to women. As a result, the proportion of women in management positions has risen from 37.1% to 37.6%. The proportion of women in main department

and division management positions rose significantly from 28.1% to 30.6%.

- “Say What Is” Campaign and Cyberbullying Initiatives: The “Say What Is” campaign focused on raising awareness of sexual harassment in the workplace. Expanded in 2023 to include a comprehensive cyberbullying response package, it featured broad-based training initiatives.
- New Work Models - “Part-time Leadership” and “Tandem Leadership” (Job Sharing): Introduced in 2023, these models support employees in part-time parental leave, enhancing work-life balance, and help with succession planning for those entering phased retirement.

Across all employees, ORF achieved a 45.3% female workforce representation in 2023, meeting the legal target of 45%. Although a 50% target for gender equality in the ORF Act has been consistently advocated by gender equality representatives, this adjustment was not included in the 2023 legislative reform but remains a priority, aligning with standards in other Austrian public enterprises.

One of the major challenges for ORF remains increasing the proportion of women in leadership roles. Beyond top executive levels, the representation of women still falls short of established goals. Although the percentage of women in ORF leadership roles has been rising steadily since 2020—now reaching 37.6%—the

most notable progress has been in the Commercial Directorate, where women now make up 50% of leadership roles. However, ORF remains 7.4 percentage points below the statutory target of 45% women in leadership and 12.4 points away from a 50:50 gender balance.

In the Technical Directorate, which historically and industry-wide has shown the largest gender gap, a department head position was filled by a woman in 2023, marking progress in a traditionally male-dominated area.

The ORF Equality Plan and the ORF Gender Equality Report are available at [zukunft.ORF.at](https://www.zukunft.orf.at)



DIVERSITY IN ORF GROUP SUPERVISORY AND EXECUTIVE BODIES GRI 405-1

ORF Parent Company	2022	2023*
Foundation Council		
Women	37%	37%
Men	63%	63%
Audience Council		
Women	35%	31%
Men	66%	69%
Management		
Women	60%	60%
Men	40%	40%
ORF Subsidiaries		2023*
Supervisory Board**		
Women		52%
Men		48%
Management		
Women		17%
Männer		83%

*Stichtag 31.12.2023

**KDV hat keinen Aufsichtsrat

Employees in ORF directorates in employment figures	2022	2023*
Programme Directorate		
Gender		
Women	59%	56%
Men	41%	44%
Age group		
Under 30 years old	2%	3%
30-50 years old	40%	39%
Over 50 years old	58%	58%
Radio Directorate		
Gender		
Women	53%**	53%
Men	48%**	47%
Age group		
Under 30 years old	7%	6%
30-50 years old	52%	53%
Over 50 years old	41%	41%
General Management		
Gender		
Women	52%	51%
Men	48%	49%
Age group		
Under 30 years old	7%	6%
30-50 years old	51%	50%
Over 50 years old	42%	44%
Commercial Management		
Gender		
Women	66%	66%
Men	34%	34%
Age group		
Under 30 years old	6%	5%
30-50 years old	54%	53%
Over 50 years old	40%	42%

Employees in ORF directorates in employment figures	2022	2023*
Technical Management		
Gender		
Women	16%	17%
Men	84%	83%
Age group		
Under 30 years old	3%	3%
30-50 years old	41%	39%
Over 50 years old	56%	58%
Regional Directorate		
Gender		
Women	47%	47%
Men	53%	53%
Age group		
Under 30 years old	5%	7%
30-50 years old	47%	44%
Over 50 years old	48%	49%
Total		
Gender		
Women	46%	46%
Men	54%	54%
Age group		
Under 30 years old	5%	5%
30-50 years old	47%	45%
Over 50 years old	48%	50%

*As of December 31, 2023

**Roundings may cause minor differences in percentages



DIVERSITY: EMPLOYEES OF ORF SUBSIDIARIES GRI 405-1

Salaried employees in employment figures	2023*
Gender	
Women	54%
Men	46%
Age group	
Unter 30 years old	22%
30-50 years old	56%
Over 50 years old	22%

* As of December 31, 2023

GENDER PAY GAP AT ORF GROUP PARENT COMPANY GRI 405-2

	2022	2023
Difference in Gross Earnings Between Men and Women	-12.2%	-11.5%

The Gender Pay Gap at the ORF parent company decreased in 2023, with a gap of -11.5%, reflecting an improvement of 0.7 percentage points compared to 2022.

The calculation of the Gender Pay Gap for the ORF media group is currently under development.



Christophe Kohl and Inka Pieh host the new podcast *Inside Washington* for Ö3 and *Zeit im Bild*.

RESPONSIBLE EMPLOYER GRI 3-3

Health protection is a legal requirement and a central focus for a responsible employer. The primary goal is to implement measures that reduce or, ideally, prevent health risks directly related to the job field. Additionally, ORF promotes a comprehensive prevention program that goes far beyond the legal minimum requirements.

HEALTH PREVENTION AT ORF: TOGETHER FOR A HEALTHY WORK ENVIRONMENT GRI 403-6

ORF is increasingly focusing on health prevention to combat common lifestyle diseases like obesity, cardiovascular diseases, and high blood pressure. The organization aims to raise awareness among employees about the importance of a healthy lifestyle and supports them in staying fit and healthy long-term, ensuring ongoing motivation at work.

ORF offers the opportunity to actively promote one's own health through a comprehensive range of exercise training courses in the in-house cardio centre and regular preventive check-ups by the external service provider PremiQaMed Group. Specialist doctors, such as ophthalmologists, orthopaedists, internists and dermatologists, regularly hold appointments at the ORF media campus. The aim is not only to improve individual quality of life, but also to reduce the number of sick days. Measures such as the expansion of the bicycle infrastructure at the main ORF media campus in Vienna, which has been very well received, also contribute to this. According to 'VCÖ - Mobility with a Future', employees who commute by

bike are fitter and are sick on average 1.3 days less than their colleagues.

The next step is to expand the awareness-raising measures to include the topic of nutrition in order to prevent classic civilisation diseases. This offer is intended to further strengthen health prevention and facilitate the path to a sustainable, healthy lifestyle.

With this preventative approach, ORF is making an important contribution to health promotion in the workplace.



ORF company doctor and 'bewusst gesund – Das magazine' presenter Dr Christine Reiler is a role model for the ORF employees a role model for a healthy lifestyle.

FURTHER EDUCATION FOR ORF EMPLOYEES GRI 404-2

The two years of the pandemic posed a significant challenge for the ORF training team. Numerous training sessions were switched to online formats starting in 2020. In 2023, however, more participants were able to attend in-person training sessions. A total of 1,426 training events were held, with 10,989 participants, a 42% increase compared to 2022. The participation levels returned to pre-pandemic figures in 2023. For journalistic training, such as speech coaching, in-person sessions lead to a significant quality improvement, as they allow for full sensory engagement.

A key focus in 2023 was on digitalization and multimedia work. Various journalistic departments and colleagues in the Multimedia Newsroom, which was set up in 2023, were trained on new workflows. Additionally, nationwide training on data journalism, digital research, verification, and AI were conducted.

In principle, further training at ORF affects all areas of expertise within the ORF media group: in addition to a strong focus on the training and further training of journalists, there is also a programme for employees in the technical, commercial and administrative areas.

Numerous training courses were also offered in the areas of social and environmental sustainability and ethical corporate management. Events on the topic of climate journalism are now an integral part of journalistic training at ORF. These programmes have been on the rise for several years.

In the area of social sustainability, some training sessions are mandatory (e.g., women’s empowerment). Additionally, there has been a focus on training regarding the General Data Protection Regulation (GDPR), workplace sexual harassment (gender competence), and leadership development.

The "Accessibility Reconsidered" coaching aims to raise awareness among young journalists about the inclusive and stereotype-free portrayal of people with disabilities in the media. Special emphasis is placed on self-determined participation, appropriate wording, and accessibility across different media formats such as TV, radio, and online.

Ethical corporate governance and compliance were addressed in the "Training on the New Code of Ethics," which will be rolled out company-wide to leadership in 2024 after the adoption of the ethics code.

TOTAL TRAININGS GRI 404-1

Training for ORF employees*	2022	2023**
Number of Training Sessions	1,467	1,426
Number of Participants	7,722	10,989
Average Training Hours per Employee		
Women	-	47
Men	-	40

*The numbers include only ORF employees, excluding subsidiaries.
 **As of December 31, 2023.



ETHICAL CORPORATE GOVERNANCE

Ensuring the objectivity, impartiality, and independence of ORF is not only mandated by constitutional law but also represents central goals of the company's governance.

JOURNALISTIC INDEPENDENCE, ETHICS, AND COMPLIANCE

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

As the country's electronic media leader, ORF has a particular responsibility in dealing with compliance matters, ensuring appropriate regulatory measures are in place. The legal framework for program operations is primarily defined by the Broadcasting Act (BVG-Rundfunk) and the ORF Act.

Compliance matters such as secondary employment, anti-corruption, and the acceptance or provision of benefits are formalized through various internal directives. The "Code of Ethics for Ensuring the Objectivity, Impartiality, and Independence of ORF," effective from June 2024, now serves as the central framework for all compliance-related areas within ORF.

All ORF employees are considered "public officials" under criminal law, meaning that, in addition to internal regulations, the provisions of anti-corruption criminal laws apply to them, particularly regarding the rules on "acceptance of benefits" and "providing benefits."

In addition to the regulations of the 'Code of Ethics', other internal company guidelines apply in particular to employees working in journalism and programme production. These include the programme guidelines, the editorial statutes, the code of conduct for journalistic activities and the ORF mission statement. In addition to ensuring compliance with the rules and ethical behaviour, the aim is to guarantee journalistic independence and thus meet the high standards of information quality. All guidelines are publicly available at [zukunft.ORF.at](https://www.zukunft.orf.at).

With its program guidelines, ORF outlines how it implements the principles and legal mandate of public service broadcasting in Austria, offering high-quality and diverse programming for all. The editorial statute ensures the independence, responsibility, and freedom of journalists 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's reporting.

ETHICS COMMISSION AND CODE OF ETHICS

In light of recent events during the reporting period, ORF's General Director, Mag. Roland Weißmann, established an Ethics Commission to review existing regulations and provide recommendations to management on potential revisions and the handling of violations. The renowned media manager Ingrid Deltenre was appointed as the chair of the commission, which met from September until the end of 2023. In April 2024, based on the commission's recommendations, the "Code of Ethics for Ensuring Objectivity, Independence, and Impartiality" was published and came into effect on June 1, 2024. The scope of the Ethics Code includes areas such as secondary employment, social media, corporate communication, anti-corruption, conflicts of interest, and political activities. Company-wide, mandatory training sessions—especially for leadership—are crucial in ensuring proper adherence to the Ethics Code. Additionally, the "Compliance Office" was established as a central authority to manage all areas covered by the Ethics Code.

WHISTLEBLOWER SYSTEM: REPORTING MISCONDUCT

To allow employees to report misconduct or legal violations within the company, whether anonymously or with their identity disclosed, ORF has set up an electronic platform, a whistleblower system, operated by an external provider that adheres to the highest standards of data privacy and security. With the establishment of this system, ORF also fulfills its legal obligations under the Whistleblower Protection Act (HSchG).

Reports can be submitted on various issues such as corruption, discrimination, fraud, bullying, or data protection violations. A virtual mailbox allows for direct contact with anonymous whistleblowers, enabling follow-up questions and providing updates on the progress of internal investigations. By law, whistleblowers must be informed of the investigation results and any actions taken within three months.

COMPLIANCE TRAININGS

Training courses (online and in-person) ensure that all employees are informed about the existing compliance rules and sensitised to the topic.

The compliance issues of anti-corruption, granting and accepting benefits were regulated by a separate directive until the Code of Ethics came into force in June 2024. A further directive governed the area of secondary employment. Regular training sessions ensure that all employees are informed about the existing compliance rules and sensitised to the topic. The online training programme developed in collaboration with the ORF training department was also available on the ORF intranet (ORF IN/ Wilma) in the 2023 reporting year.

Following the implementation of the new ORF Ethics Code in June 2024, a comprehensive training program was rolled out. Initially, all management employees within the media group are trained in in-person seminars. The training will then be extended to all employees to ensure the correct adherence to the Ethics Code.

Compliance training for ORS GmbH & Co. KG (and its subsidiaries) was created by the Process Management and Compliance department in 2022 and rolled out to all employees. In 2023, all new ORS employees participated in this training as part of their onboarding process.

QUALITY ASSURANCE OF ORF PROGRAMMING GRI M2, GRI M3, GRI M6, GRI M7

In addition to internal guidelines for ensuring the quality of reporting, the fulfillment of ORF's public service mandate is reviewed annually. Within the developed quality assurance system, the balance of content offerings for television and radio programs, as well as the satisfaction and interests of the audience, are assessed. Qualitative measures in the quality assurance system also include annual structured audience discussions and consultations with experts. The performance in fulfilling the public service mandate is documented in the Public-Value Report, which is published annually.

More information on all quality assurance measures at ORF, along with additional data and facts about ORF media production, is available on the ORF Public-Value website at [zukunft.ORF.at](https://www.zukunft.orf.at).

ANTI-CORRUPTION TRAINING GRI 205-2

NUMBER OF COURSE PARTICIPANTS	2023*
Members of the Control Bodies	2
Employees	69
Total	71

*As of December 31, 2023

ENERGY INDICATORS FOR SELECTED ORF LOCATIONS

ORF Burgenland	2022	2023	Unit
Electricity Consumption	1,029	840	MWh
PV (Solar Power)	28	28	MWh
Gas Consumption	540	680	MWh
Petrol Consumption	2,047	2,243	Litres
Diesel Consumption	13,274	12,103	Litres
Diesel Consumption (Emergency Power)	171	57	Litres



ORF Carinthia	2022	2023	Unit
Electricity Consumption	927	895	MWh
District Heating	710	591	MWh
Petrol Consumption	0	0	Litres
Diesel Consumption	481	678	Litres
Diesel Consumption (Emergency Power)	427	275	Litres

ORF Lower Austria	2022	2023	Unit
Electricity Consumption	937	776	MWh
District Heating	168	183	MWh
Petrol Consumption	10	1,807	Litres
Diesel Consumption	14,036	10,175	Litres
Diesel Consumption (Emergency Power)	500	515	Litres





ORF Upper Austria	2022	2023	Unit
Electricity Consumption	838	712	MWh
PV (Solar Power)	23	23	MWh
District Heating	368	310	MWh
Petrol Consumption	0	0	Litres
Diesel Consumption	2,182	1,752	Litres
Diesel Consumption (Emergency Power)	406	861	Litres

ORF Salzburg	2022	2023	Unit
Electricity Consumption	1,240	1,185	MWh
PV (Solar Power)	25	26	MWh
District Heating (Fernwärme)	681	355	MWh
Petrol Consumption	0	55	Litres
Diesel Consumption	7,841	5,874	Litres
Diesel Consumption (Emergency Power)	324	240	Litres



ORF Styria	2022	2023	Unit
Electricity Consumption	1,223	1,159	MWh
District Heating	-	181	MWh
Petrol Consumption	176	253	Litres
Diesel Consumption	10,797	11,14	Litres
Diesel Consumption (Emergency Power)	236	366	Litres

ORF Tyrol	2022	2023	Unit
Electricity Consumption	1,273	1,220	MWh
District Heating	-	195	MWh
Gas Consumption	995	656	MWh
Petrol Consumption	65	0	Litres
Diesel Consumption	12,093	11,089	Litres
Diesel Consumption (Emergency Power)	71	8,500*	Litres



*Transition from gas to district heating; during the transition, heating oil was used (for hot water preparation).



ORF Vorarlberg	2022	2023	Unit
Electricity Consumption	976	937	MWh
Organic District Heating	371	327	MWh
Petrol Consumption	954	1,763	Litres
Diesel Consumption	6,450	5,430	Litres
Diesel Consumption (Emergency Power)	991	1,102	Litres

ORF Vienna	2022	2023	Unit
Electricity Consumption	2,855	2,444	MWh
District Heating	3,888	2,539	MWh
Petrol Consumption	3,643	2,582	Litres
Diesel Consumption	7,582	8,746	Litres
Diesel Consumption (Emergency Power)	561	402	Litres



ORF Media Campus	2022	2023	Unit
Electricity Consumption	26,246	25,555	MWh
Solar (Self-produced Heat)	64	65	MWh
District Heating	12,638	10,351	MWh
Petrol Consumption	2,842	3,027	Litres
Diesel Consumption	10,694	11,883	Litres
Diesel Consumption (Emergency Power)	17,230	19,599	Litres

GRI INDEX

Reporting Statements	ORF has reported on the information provided in this GRI Index for the period from January 1, 2023, to December 31, 2023, referencing the GRI Standards.
Applied GRI 1 Standards	GRI 1: Fundamentals 2021

GENERAL DISCLOSURES

GRI Standard / Other Sources	Specification Name	Reference/Note
General Disclosures		
GRI 2: General Disclosures 2021	The organisation and its reporting practices	
	2-1 Organizational Profile	Page 22
	2-2 Entities included in the organization's sustainability reporting	Pages 7; A list of fully consolidated subsidiaries included in ORF's financial reporting can be found in the consolidated financial statements on zukunft. ORF.at. The sustainability report pertains to the ORF media group, unless otherwise stated—see "Information on this Report".
	2-3 Reporting period, frequency of reporting, and contact point	Page 7; The consolidated financial statements are prepared with a balance sheet date of December 31, 2023. For relevance, sustainability reports also include projects and measures from 2024. For questions related to the report, see the imprint.
	2-4 Restatements or corrections of information	Personnel figures were collected for the first time for the ORF subsidiaries, and thus for the entire ORF media group. In 2023, the system limit for the carbon footprint was extended to the subsidiary OBS (2023: GIS). Furthermore, no corrections were made.
	2-5 External verification	The report has not been externally audited.
	Activities and employees	
	2-6 Activities, value chain, and other business relationships	Page 22
	2-7 Employees	Page 32
	2-8 Employees who are not salaried employees	Page 32
	Governance (ethical corporate management)	
	2-9 Management structure and composition	Page 29
	2-10 Nomination and selection of the highest governance body	Page 29
	2-11 Chairman of the highest governance body	Page 29
	Strategy, policies and practices	
	2-22 Declaration of application of the strategy for sustainable development	Page 6
	2-23 Declaration of Commitment to Principles and Practices	Page 59
	2-28 Membership in organisations and interest groups	Page 29
	Stakeholder involvement	
	2-29 Approach to stakeholder engagement	Page 37
Material Topics		
GRI 3: Material Topics 2021	3-1 Procedure for determining material topics	Page 34
	3-2 List of material topics	Page 35

MATERIAL GOVERNANCE ISSUES

GRI Standard / Other Sources	Specification	Name	Reference/Note
Journalistic Independence			
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Page 59
GRI G4 Media-Specific Standards	M2	Methodology for Assessing and Monitoring Compliance with Values in Content Creation	Page 61
	M3	Measures to Improve Compliance with Values in Content Creation and Results Achieved	Pages 59, 61
	M6	Methodology for Interaction with the Audience and Results	Page 61
	M7	Measures to Strengthen the Audience through the Development of Media Education and Results Achieved	Pages 25, 61
Ethics and Compliance			
GRI 3: Material Topics 202	3-3	Management of Material Topics	Page 59
GRI 205: Anti-Corruption 2016	205-2	Communication and Training on Anti-Corruption Policies and Procedures	Page 61
	205-3	Confirmed Corruption Incidents and Actions Taken	There were no incidents in the reporting period.

MATERIAL ECOLOGICAL ISSUES

GRI Standard / Other Sources	Specification	Name	Reference/Note
Programmes with Ecological Sustainability			
GRI 3: Material Topics 202	3-3	Management of Material Topics	Page 25
ORF Indicator	O1	Reach of Programmes with Sustainability	Page 26
Green Producing			
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Page 45
ORF Indicator	O2	Number of Green Productions	Page 45
Climate Protection			
GRI 3: Material Topics 202	3-3	Management of Material Topics	Page 39
GRI 302: Energy 2016	302-1	Energy Consumption within the Organisation	Page 42
GRI 305: Emissions 2016	305-1	Direct GHG Emissions (Scope 1)	Page 41
	305-2	Indirect Energy-Related GHG Emissions (Scope 2)	Page 41
	305-3	Other Indirect GHG Emissions (Scope 3)	Page 41

MATERIAL SOCIAL ISSUES

GRI Standard / Other Sources	Specification	Name	Reference/Note
Humanitarian Broadcasting			
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Page 27
ORF Indicator	O3	Donation Amount per Aid Initiative	Page 28
Responsible Employer			
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Page 57
GRI 403: Occupational Health and Safety 2018	403-6	Promotion of Employee Health	Page 57
GRI 404: Training and Education 2016	404-1	Average Hours of Training per Employee per Year	Page 58
	404-2	Programmes to Improve Employee Skills and Support Transition	Page 58
Equality			
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Page 53
GRI 405: Diversity and Equal Opportunities 2016	405-1	Diversity in Governance Bodies and Employees	Page 54
	405-2	Ratio of Basic Salary and Remuneration of Women to Basic Salary and Remuneration of Men	Page 56
Accessibility and Diversity			
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Page 49
ORF Indicator	O4	Proportion of Accessible Offers	Page 52
ORF Indicator	O5	Proportion of Employees according to the Disability Equality Act	Page 52

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