



RWA

Werte verbinden uns

Sustainability Report

Financial Year 2023

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Foreword by the CEO



Ecological sustainability is a broad-based term. It is not only about reducing greenhouse gas emissions, but also about protecting species, oceans and water stocks, about biodiversity, the sparing use of resources and about recycling and the circular economy. All of these are tasks to be undertaken by society as a whole.

At RWA Raiffeisen Ware Austria, we also do our bit by supporting the establishment of a resilient agricultural system as part of our core business. Agriculture is like a seismograph for the state of nature. It is the first sector to immediately feel the consequences of climate change. Its products are essential to life and, at the same time, it has to keep the negative effects of the production process at bay. We are committed to this with all the means at our disposal.

We are convinced that a regenerative and innovative agricultural sector will be in a position to face the challenges of climate change and ensure a reliable food supply going forward. Efficient and sustainable production benefits farmers, consumers and the environment in equal measure. As the transformation progresses, care must be taken to ensure that the existence of agricultural businesses is not put at risk.

RWA is also aware of its responsibility when it comes to the transformation of the energy sector. As a pioneer in the pellets segment and an important pro-

ject developer for large-scale photovoltaic systems, we offer valuable alternatives in the area of renewable energy. Despite this, fossil fuels remain as important as ever – especially in farming communities and rural areas. In many instances, the practical, technical solutions needed to switch entirely to e-mobility are still unavailable. That is why RWA is sticking to its supply mandate for fuels.

Under our Internal Carbon Pricing concept, we are investing systematically in our infrastructure, installing PV systems that generate electricity for our own consumption and implementing a wide range of measures aimed at reducing CO₂. We support the Lagerhaus cooperatives in adapting their business models and products and in making a start with sustainability reporting.

The Corporate Sustainability Reporting Directive (CSRD) and other sustainability criteria of the EU place high requirements on companies – especially in matters of reporting and documentation. We understand all the measures required to ensure an economic transformation that protects the climate better. However, what we do not understand is the extremely bureaucratic approach that is sometimes taken because it generates an unnecessarily high administrative workload which affects not only larger companies like RWA, but also the individual farmer.

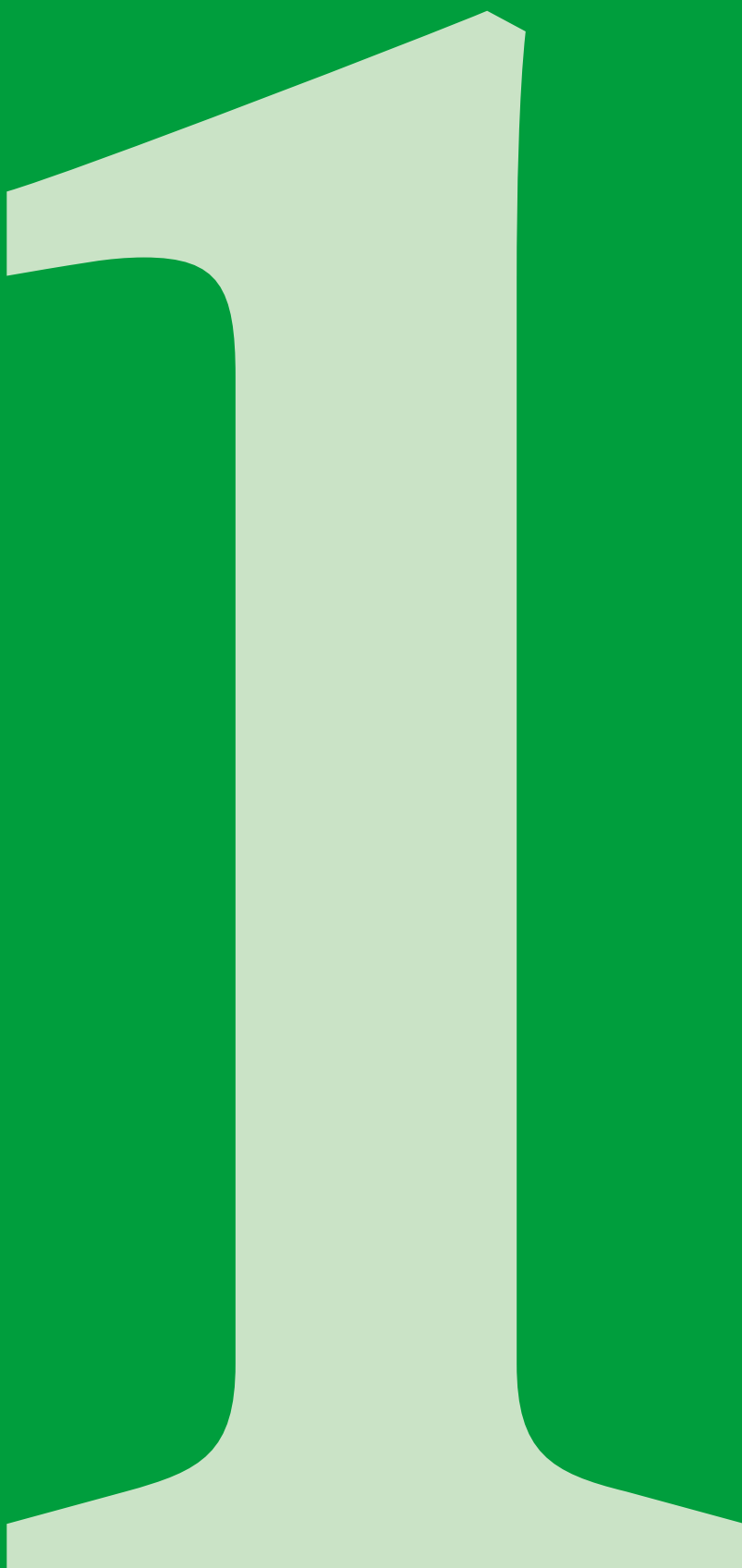
The topic of sustainability runs right through the entire value chain. Therefore, no company can meaningfully process it in isolation from its customers and suppliers. That is why we are developing solutions based on transparent emissions data from the agricultural sector that enable the value chain to be analysed and appropriate measures to be taken. This task is extremely complex. Which makes it all the more important to come up with a pragmatic and practical approach to regulation.

In terms of sustainable business (Corporate Social Responsibility), the social responsibility of companies covers ecological, economical and social aspects. Satisfying present needs in a way that allows the opportunities of future generations to flourish to the fullest requires a constant balancing act between safeguarding the security of supply today and protecting the resources needed for tomorrow in the best way possible.

RWA accepts both challenges – with expertise and a spirit of innovation, with digitalisation tools and modern technology, and with its cooperative basic values which we share with the Lagerhaus cooperatives.

Gen. Dir. DI Reinhard Wolf

RWA – a portrait



About this report

This is the second report to be published by RWA Raiffeisen Ware Austria on the subject of sustainability. It is intended to convey the company's approach, activities and vision on the subject of sustainability to all stakeholders.

This report builds on RWA's previous year's report and on the foundation of RWA's long-standing involvement in the sustainability reporting process of BayWa AG. In a separate format, it casts lights on aspects of particular importance for RWA's business model and the group's impact on sustainability.

Unless indicated otherwise, the data refers to the activities of the entire RWA group (RWA AG and majority holdings) and contains key figures for the 2023 financial year.

This report has been checked and approved by the management; no external audit has been carried out. The BayWa report, which also includes the key figures of RWA, was subjected to an external audit. It also contains data of RWA that are not explicitly stated in this report. You can find the BayWa report at: www.baywa.com

RWA – a portrait

ownership structure

(simplified presentation)



36

Lagerhaus cooperatives
(NÖ, OÖ, STMK, BGLD)



50 %

RWA-cooperatives



50 %

BayWa AG

RWA AG

Fact Sheet

BayWa AG

- BayWa is a global player in the business segments of agriculture, construction and energy
- Publicly traded company with headquarters in Munich, Germany
- Locations in 50 countries
- RWA-cooperative and Leipnik-Lundenburger Invest (LLI) together indirectly hold approx. 28 % of BayWa shares

Fact Sheet

Lagerhaus cooperatives

Austria is home to about 70 Lagerhaus cooperatives with more than 1,000 locations. They operate on a regional basis and supply agricultural businesses and the entire rural population with products and services from the segments of Agriculture, Machinery, Energy, Home and Garden as well as Building Materials and Building Services.

RWA at a glance



**Producer,
trading company
and service provider**



Umbrella organisation
of the Lagerhaus cooperatives
in Austria



Innovative products and services
in five business segments



Strategic alliance
with BayWa

RWA Raiffeisen Ware Austria is a company with agricultural roots. Alongside its traditional business segment of Agriculture, the group now also operates in the areas of Machinery, Energy, Building Materials as well as Home and Garden as a producer, service provider and trader (wholesale and retail) on the Austrian and Central European market.

RWA is owned 50 % by the Austrian Lagerhaus cooperatives and 50 % by BayWa AG. It is thus both firmly anchored in rural areas and connected to the world market. The Executive Board of RWA Raiffeisen Ware Austria has three members under the chairmanship of CEO DI Reinhard Wolf. The Executive Board manages the company under its own responsibility, determines the strategic direction, coordinates this with the Supervisory Board and ensures its operational implementation. The Supervisory Board is made up of 12 members. It checks the work done by the management and appoints the members of the Executive Board.

RWA Raiffeisen Ware Austria was founded to support the Lagerhaus cooperatives across Austria as a wholesaler and service provider. While the cooperatives supply their customers as independent companies, RWA ensures professional marketing of the agricul-

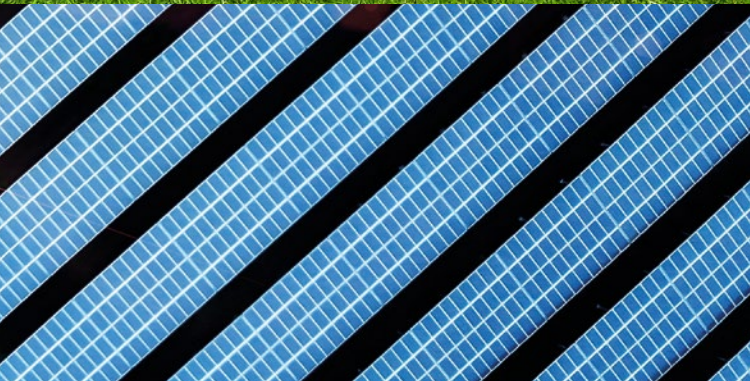
tural products, undertakes joint purchasing, raises synergies and stimulates development. The range of services that RWA offers the Lagerhaus cooperatives covers areas such as the further development of the Lagerhaus association, modern business organisation and IT, marketing and human resources, logistics and building technology, and support in business administration, bookkeeping and legal issues. More than 40 subsidiaries and holdings in Austria as well as Central and Eastern Europe complement RWA's portfolio.

Within its various business segments, RWA has integrated a range of sustainable solutions into its product and service portfolio, such as, in the areas of renewable energies, sustainable agriculture and digitalisation. Some of these solutions are presented in this report.

Business segments

RWA's business segments have developed homogeneously from the company's origins. Its claim was and continues to be to supply the farming community and people in rural areas with everything they need. RWA's core values – diversity, pragmatism,

solidarity and resilience – characterise the group's sustainable understanding and economic action. They reflect the social responsibility that is a matter of course for the company.



Agriculture



- Cultivation, production and distribution of seed
- Acceptance/storage & marketing of agricultural products
- Trade in inputs
- Introduction of technical innovations
- Feed and additives
- Wood and biomass

Machinery



- Trade in: agricultural machinery and tractors of the John Deere, Lindner and Pöttinger brands
- Commercial vehicles
- Spare parts, tyres, workshops

Building Materials



- Trade in: building materials for construction, refurbishment and renovation
- Franchisor for Lagerhaus cooperatives
- Services: irrigation equipment, greening technology, offer of system houses

Home and Garden



- Trade in: Products for home and garden as well as local supplier ranges
- Franchiser for the Lagerhaus cooperatives

Energy



- Trade in: fuels, compacted biomass, lubricants, electricity
- Partner and conceptualiser for: filling stations, fuel cards, e-mobility and Photovoltaics

CEE locations

The RWA Group is headquartered in Korneuburg, and in addition to Austria, is also represented in the Czech Republic, Croatia, Hungary, Romania, Slovenia, Serbia, Slovakia and Ukraine. The business focus in CEE is in the area of agriculture.



In Austria, RWA provides its products, services and expertise, including digital offerings, to the respective customer base through the Lagerhaus cooperatives and various subsidiaries. This customer base encompasses agricultural businesses, commercial and trading companies, municipalities and private individuals.

Economic development and result for 2023

The 2023 financial year was dominated by fundamental uncertainty due to the trouble spots in Ukraine and Gaza, the attacks on commercial shipping in the Red Sea and the nervous reaction of the energy markets. Persistently high inflation in Austria led to sharp cost increases in virtually all areas and muted consumption on the part of the population. Several interest rate increases by the ECB within a short space of time hampered long-term investment plans.

These developments also left their mark on RWA Raiffeisen Ware Austria and had a negative impact on the 2023 result. However, despite this difficult backdrop, a pre-tax profit of 23.93 million euros is pleasing. The company's ongoing positive development is clearly evident in a multi-year comparison. This is thanks to the broad-based business model with different divisions, which provides internal balance and stability.

Sales by business segment (TEUR)	2023	2022
Total	3,556,018	4,026,954
Agriculture	1,952,492	2,247,935
Technology	325,481	293,590
Building materials	65,001	63,770
Home & Garden stores	167,119	184,688
Energy	1,030,844	1,223,441
Digital Farming	250	110
Other	14,831	13,420

Sales by region (TEUR)	2023	2022
Total	3,556,018	4,026,954
Austria	2,357,374	2,610,491
Germany	122,992	121,407
Remaining European Union	803,856	970,747
Other countries	271,796	324,309

Other key figures (TEUR)	2023	2022
Profit before tax (TEUR)	23,929	54,210
Employees (average)	3,089	3,023

3.56

bn euros in
turnover in 2023

approx.
3,089

employees
group-wide

23.9

m euros EGT 2023

approx.
40

subsidiaries and holdings
in AT and CEE countries

Sustainability at RWA and its predecessor organisations

Founding of RUG Raiffeisen Umweltgesellschaft m.b.H.

RUG placed a sustainable objective at the heart of its activity from the very moment it was founded: establishing comprehensive waste collection services in the Lagerhaus cooperative areas



RUG Raiffeisen Umweltgesellschaft m.b.H.

Holding in Bonus Holsystem für Verpackungen GmbH & Co.KG

A logical consequence of the subsidiary, RUG, and of the goal of comprehensive waste collection was the company's bonus collection system for packaging, which offers a commitment to packaging in the areas of commerce and household

Founding of Agro Innovation Lab GmbH

AIL was founded as an accelerator in the area of agricultural technology, and now provides the link between innovative and sustainable solutions and RWA's operational business.



1953



1989



1996



1997



2006



2016



Founding of Raiffeisen-Lagerhaus Fund for training support

The fund has the sole non-profit and charitable purpose of granting scholarships to students in need, in order to render a service – especially for the cooperative system – and to promote the next generation for the cooperative system

Commencement of pellet business and trade by Genol

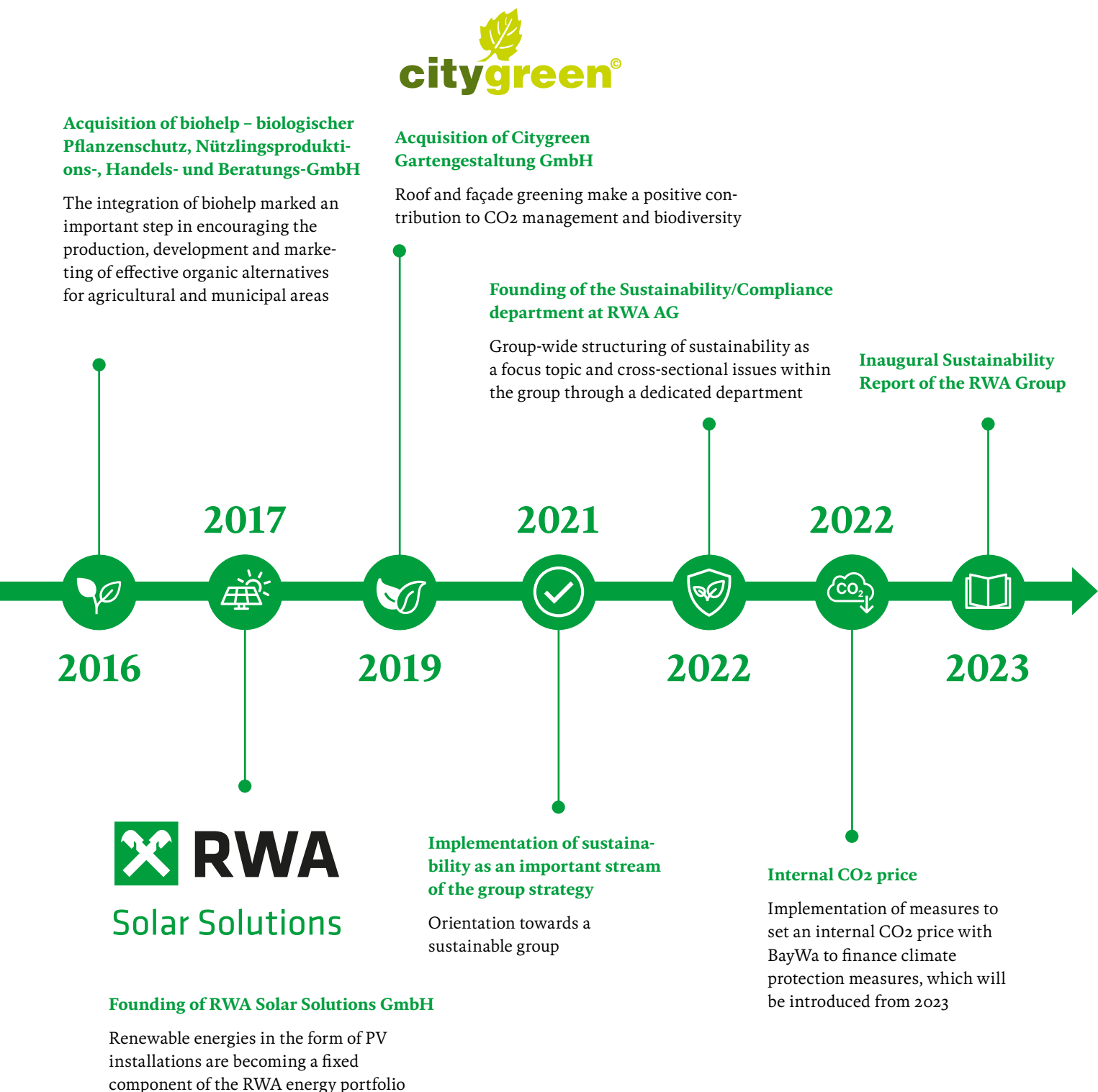
The starting point for accompanying the technological change from fossil to sustainable energy carriers (energy mass)



Acquisition of PARGA Park- und Gartentechnik GmbH

At PARGA, the focus is on water – probably one of the most important topics on our planet. PARGA has expertise in efficient irrigation solutions and sprinkler systems in agriculture and in other areas, such as pond and fountain technology, and pumps or filters

From its roots as a cooperative via internal further developments with a sustainable orientation to structuring of the topic of sustainability as a group cross-sectional issue through a dedicated department – here are some milestones on ecological and social sustainability:



Group strategy

RWA Raiffeisen Ware Austria AG is the wholesale and service company of the Lagerhaus cooperatives in Austria. In this role, RWA delivers a widely differentiated range of services. These range from the marketing of agricultural products, trading in agricultural inputs, feed, energy, building materials and Products for home and garden, through to a wide range of services. The functional aspects of operational implementation take place in the network comprising RWA and its Lagerhaus member cooperatives. In many of these areas, RWA has developed new, internationally competitive structures of scale for itself in recent years through further development and diversification, as well as organic and inorganic growth by means of partnerships and mergers.

Accordingly, RWA Raiffeisen Ware Austria is now active as a holding group with subsidiaries in Austria and selected neighbouring European countries, especially in the business segments of Agriculture, Energy, Home and Garden, Building Materials and Machinery. Thanks to its strategic alliance with Bay-Wa AG, RWA is integrated into an internationally operating trading and services group.

The RWA group's strategy undergoes regular reviews, the most recent of which took place in 2021 with the cooperation of numerous internal and external experts. The goal of the 2030 group strategy is to validate current business models and make them fit for the future, as well as to identify opportunities for growth within and beyond the existing core business segments.

During the revision of the group strategy, current legal and social developments, as well the expectations and requirements of the stakeholders, such as the Lagerhaus cooperatives and employees, were also taken into account. This created the basis for also remaining a leading provider in the future, with an attractive portfolio of products and services that offers its system partners and customers a high degree of benefit, as well as making it a respected employer. Key to the evaluation of existing business models and associated growth areas were existing competences and established market positions and above all the future dynamics formatively identified for the core business segments, in particular:

- **Climate change**
- **Sustainability**
- **Technological change in agriculture**
- **Change in trade as a result of digital, data-driven business models**
- **Changed consumer behaviour**
- **Change in rural areas**

The overarching, visionary image of RWA's future is to develop from being a dealer and service provider into a comprehensive provider of solutions. To this end, RWA intends to develop along the value chain of its existing segments and markets and take on strategic new roles. This will strengthen the existing core business, while customers and partner companies will be acquired for the Lagerhaus cooperatives and the RWA group with innovative, digital solutions and business models.

RWA faces an increasingly dynamic, complex and rapidly changing environment. In addition to dramatic changes resulting from geopolitical conflicts, it is primarily climate change, technological progress with increasing automation, advancing digitalisation, rapidly changing regulations and clearly shifting consumer habits that have a major impact on the core business segments of RWA.

All initiated measures follow RWA's defined strategic directions: strengthening operational excellence; advancing digital products, services and business models; anchoring innovation and digitalisation; growth in the organic segment of all agricultural business areas; alignment to becoming a sustainable group.

Sustainability strategy

During the revision of its group strategy, RWA identified the topic of sustainability as one of its keys, overarching issues. Sustainability at RWA is therefore not only a distinct direction of impact, but also forms one of the strategic key pillars on which initiatives and projects are built in the various business segments. This enables RWA to find suitable approaches within its various business segments.

The first step in this process involved identifying topics based on the SDGs (Sustainable Development Goals) of relevance to RWA. Next, managers evaluated the business relevance of sustainability topics (outside-in) and the impacts of RWA's activities on these topics (inside-out). The SDGs identified as relevant are listed in the following section.

In addition to the SDGs, RWA's sustainability strategy focuses on the environmental, social and governance factors defined in the CSRD (Corporate Sustainability Reporting Directive) and ESRS (European Sustainability Reporting Standards). Particular attention here is paid to the topics of climate change, circular economy and biodiversity, as well as to the group's own employees and governance.

For each business segment, processes and value creation, products and services, as well as the business models are juxtaposed with these topics, enabling corresponding sustainability targets to be identified and set. This process is driven forward through training courses and workshops with RWA's respective units and subsidiaries as a means to promote impetus in the various business segments.

In all of this, RWA pursues a dual approach: undertakings should deliver economic added value with sustainable products and services and increase the number of sustainable activities in the group overall.

In this way, the change as per the Green Deal of the EU will be advanced step by step as a responsible company in all areas of impact and resilience strengthened.

Apart from promoting and developing new solutions or exploiting sustainable business segments, RWA focuses on reducing unavoidable environmental impacts in those areas that are necessary for maintaining the security of supply – and thus economic and social life – especially through advanced technologies and increased awareness among the group's employees. You can find examples of these measures in chapter 3 of this report.



Responsibility for people & environment

RWA exercises its responsibility along the entire value chain. In particular, this concerns responsible procurement, which includes the topics of human rights and the environment.



Innovations

With innovative products and services, as well as its consulting and solution offering, it supports Lagerhaus cooperatives and other partner companies in successfully implementing the requirements for sustainable business.



Sustainable business models

RWA develops new, sustainable business models that promote climate and environmental protection, biodiversity and the transition to a circular economy.



Workplace environment

To truly live out the corporate values of pragmatism, diversity, resilience and solidarity, RWA creates the right working environment for its employees, promotes the development of relevant skills and competences, and provides healthy and safe working conditions.

Sustainability topics

The topics of relevance for RWA in accordance with the **SDGs (Sustainable Development Goals)** defined by the United Nations are listed below.

The large number of topics arises from the different business segments of RWA.



Topics

- Further development of sustainable agriculture
- Supply of healthy and affordable food
- Retention of plant genetic diversity

Relevance for RWA

Creating the basis for feeding the population is a central task and core activity of RWA, for which it takes responsibility towards suppliers, customers and stakeholders.



Topics

- Occupational health and safety

Relevance for RWA

Occupational safety is a topic of key importance to RWA and has become even more important in terms of pandemics. RWA creates a safe working environment for its employees and additionally offers comprehensive protective measures and services such as vaccination and preventive health services.



Topics

- Equal pay for women and men

Relevance for RWA

RWA values pay that is based on qualifications, responsibilities and skills, regardless of gender, age, religion or sexual orientation. To ensure this, both internal and external pay comparisons are performed by means of benchmarks. In addition, the proportion of women in management and expert positions should be increased.

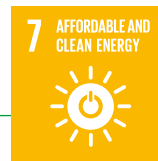


Topics

- Efficient use and protection of water resources

Relevance for RWA

Ensuring secure access to sufficient water is an existential topic. RWA is committed to using water as sparingly as possible and offers highly efficient solutions in this area. Modern technology enables the use of fertilizers and plant protection products according to the principle "as much as necessary, as little as possible".

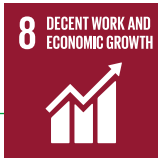


Topics

- Renewable energy
- Efficient energy supply

Relevance for RWA

By using renewable energies, both at its own sites and as a provider of wood pellets and large PV systems, RWA is making an important contribution to the energy transition.



Topics

- Agricultural innovation/modernisation
- Skills development/availability of qualified workers

Relevance for RWA

RWA scouts worldwide for innovative ideas for use in agriculture and ensures their practical application. It thus advances technical development and raises it to the operational level. Training the employees of RWA and Lagerhaus cooperatives forms an essential part of the corporate values lived out.



Topics

- Sustainable procurement
- Resource-efficient products and services
- Reduction of waste
- Reduction of food waste

Relevance for RWA

Trade in raw materials for the production of food requires safe processes. RWA values organic products and sustainable products.



Topics

- Biodiversity – maintenance of ecosystems in agriculture and forestry

Relevance for RWA

“Production locations” cannot be easily exchanged in agricultural cultivation. RWA therefore opts for humus-rich soils, biodiversity and the preservation of ecosystems. Through its collaboration with the Lagerhaus cooperatives, it creates attractive jobs and with them, development opportunities in rural areas.



Topics

- Compliance with laws and regulations

Relevance for RWA

RWA demonstrates a high degree of personal responsibility and promotes this goal in particular within the scope of its compliance system and the provision of a whistleblower system for employees, suppliers, customers and other stakeholders.



Topics

- Reduction of energy consumption
- Reduction of greenhouse gas emissions
- Recognising the opportunities and risks inherent in climate change

Relevance for RWA

The agricultural sector is one of the first seismographs for the impacts of climate change. RWA has set itself the goal of providing the agricultural sector with solutions for dealing with the consequences of climate change and also for reducing its own energy consumption and emissions.



Topics

- Partnerships and Cooperation

Relevance for RWA

The activities of RWA are based on the close collaboration with its most important stakeholders, the Lagerhaus cooperatives. Through cooperation, it promotes the development of sustainable products.

Sustainability organisation of RWA

The Executive Board of RWA AG has overall responsibility for sustainability in the RWA group. The Sustainability/Compliance department reports sustainability matters directly to the CEO.

Due to the positioning of sustainability as the group's strategic cross-cutting issue, the department works with the various segments on designing the sustainability strategy, as well as on group and segment targets. Targets and measures are implemented by the respective operating business segments and group functions. To this end, the department offers advice and exchange as a sparring partner.

Overarching topics related to sustainability are taken up and structured for the group. Preparation and implementation planning take place within the

scope of the group's established "sustainability platform", in which the representatives of the relevant, topic-related business areas of the RWA group participate.

In addition to the sustainability platform, RWA has also established a group-wide network of contacts for the topic of sustainability. This enables efficient communication and central coordination of sustainability matters. In addition, sustainability topics can be more effectively promoted and driven forward within the individual segments.

The RWA group is incorporated into the sustainability reporting of BayWa AG and is also represented on the Strategic Sustainability Board and on the Operational Sustainability Board of BayWa.

Compliance

RWA respects and follows the laws and regulations of the countries in which it operates and endeavours to maintain the highest possible standards in the performance of its business activities at all times.

The Executive Board is fully committed to compliance and adheres to the position that striving for profit can never justify any violations of the law or corporate guidelines. Therefore, RWA refrains from doing business that can only come about through such practices.

Its group-wide code of conduct, which provides the guidelines and to some extent also further-reaching rules of conduct for the most important topics, forms the basis of the compliance system of RWA. Building on the code of conduct, there are guidelines that extend to areas of application that correspond to the risk landscape identified for RWA. In particular, topics such as antitrust law, data protection law, procurement and competences are regulated.

In 2021, a group-wide e-learning course on compliance was introduced, participation in which is a mandatory requirement for a good part of the employees. The e-learning course comprises 4 modules:

- (i) RWA's compliance system
- (ii) Antitrust law
- (iii) Data protection
- (iv) Anti-corruption and the prevention of money laundering

The respective modules end with a quiz in which abstract questions and problems – some that have actually occurred in everyday working life at RWA – have to be overcome. In 2023, the Compliance E-Learning programme was revised, relaunched and completed by around 1,400 employees.

Apart from the e-learning, the Sustainability/Compliance department holds special training courses in attendance form as required. These training courses are for employees in exposed positions and are intended to sensitise them to a correspondingly specified topic in a particular way.

In 2023, a further 14 subsidiaries set up a whistle-blowing channel – in addition to the one already in place at RWA AG. These channels are available to employees, customers, suppliers and other third parties wishing to report concerns. This makes it possible for the whistleblowers to freely decide whether they wish to remain anonymous or want to be identified. They also have the option to send the report in their preferred language.

RWA protects the personal data that it processes as part of its activities. Given that national regulations vary from country to country, RWA has specified a group-wide minimum standard. This is the only way to ensure that personal data is sufficiently protected and at the same time efficient business procedures are made possible. Keeping the processing register, managing marketing data, dealing with data breakdowns and data subject enquiries as well as reducing risk by taking certain measures are mandatory. The e-learning module on data protection and ongoing consultancy support the implementation of the guidelines.

In 2023, a group-wide network of compliance contacts was established; this contributes, in particular, to the further awareness raising and efficient communication of compliance matters. The RWA group-wide compliance management system is controlled by the Sustainability/Compliance department with the manager of the Legal/Executive Board Office. Compliance agendas are reported directly to the CEO of RWA.

Opportunity & risk management

Using the opportunities that arise is a basic requirement for achieving the strategic objectives of RWA Raiffeisen Ware Austria described above. However, this also means addressing risks, the early detection and professional management of which determines the group's success. By promptly identifying and actively dealing with major risks, the opportunities that arise can be used in an entrepreneurially responsible manner.

RWA takes this insight as well as obligations from existing legal guidelines into account by combining the risk management measures available within the company in a unified risk management system. In doing so, it pursues the goal of ensuring the ongoing and person-independent functionality of risk management through appropriate protection in RWA's business and reporting processes.

Thus the implemented risk management system serves

- to ensure compliance with legal provisions,
- to establish company-wide risk awareness,
- to ensure structured identification of risks that impact corporate objectives,
- to ensure adequate and institutionalised reporting of the information acquired and findings obtained to the decision makers, to enable their systematic inclusion in company decisions;
- to create the basis for appropriate and effective countermeasures,
- optimise risk costs,
- to protect against financial or image loss.

The methodical and organisational design of the risk monitoring system also takes into consideration how the company's risk landscape will develop in future.

The existing risk management system therefore fulfils both a monitoring functioning and an important early warning function. In 2023, the risk management system was expanded to include the structured recording of sustainability risks. This measure contributes to the more efficient evaluation of key sustainability issues and, in this regard, also enables the identification of sustainability opportunities alongside the risk assessment.

The Executive Board of RWA is responsible for controlling and monitoring the risk management system. To this end, it defines the risk strategy and its goals via the principles of RWA's risk policy. Furthermore, different levels of risk management have been established for the avoidance, early detection, prevention and reduction of risks. For example, preventive measures such as training courses, guidelines, powers of attorney, delegation schematics and backup strategies are principally aimed at avoiding certain risks. Regular monitoring and reporting processes such as contract, position or receivables valuations facilitate the early detection and assessment of risks. Regular risk boards on a wide range of operational levels ensure the required monitoring and control of the exposure to risk. Corresponding record keeping and detailed risk reports ensure the necessary reporting and documentation.

Accordingly, RWA's Risk Management committee issues a half-yearly group risk report based on the Control and Transparency Act (KonTraG).

The required ongoing check of the risk management system per se is the responsibility of internal audit, the auditor and the RWA Supervisory Board.

Dialogue with stakeholders

As a result of its activity as a manufacturing, wholesale and service company, RWA has different internal and external stakeholder groups (employees, partner companies, service providers, etc.), each of which is supported by the individual departments. One of the most important stakeholder groups are the Lagerhaus cooperatives in Austria. RWA offers them a comprehensive range of services based on its fundamental understanding and in line with the cooperative support mandate. These services are also called association services and consist of a large number of support activities. They range from marketing, advertising and PR activities, consulting on legal and management questions, tax and bookkeeping advice, to support with personnel matters, the development of employees and the training of functionaries, for example in the form of impulse days or professional trips for functionaries. Also included are IT support, as well as project and process management for the establishment of a standardised IT/goods management system. Important digitalisation projects – such as the Lagerhaus online shop, the website of the Lagerhaus cooperatives and the agriculture portal Onfarming – are also supported and further developed by RWA on an ongoing basis.

In 2023, RWA and a Lagerhaus cooperative launched a pilot project to create a sustainability report for cooperatives. The intention is to enable the cooperatives to deal systematically and transparently with sustainability matters, which will contribute to the sustainable further development of the Lagerhaus cooperatives with an eye to the future. These important support activities of RWA enable the successful exploitation of valuable synergies between RWA and its Lagerhaus member cooperatives, and the horizontal transfer of expertise in line with the professional further development of the Lagerhaus cooperatives to be significantly promoted.

Climate and environmental protection



RWA's corporate activities of understandably have an impact on the environment and climate. RWA supports the Paris Climate Accord with the goal of limiting global heating relative to pre-industrial levels. At the same time, RWA has supported the climate strategy of BayWa since its launch in 2018. Under this strategy, BayWa is focused on the "well below 2°C" target and aims to achieve climate neutrality for Scope 1 and Scope 2 emissions by 2030. The area of Scope 3 is currently being prepared in stages.

In light of this, RWA intends to reduce negative impacts as far as possible and to contribute to the protection of livelihoods. The constant expansion of renewable sources of energy at the group's locations, the optimisation of transport routes and the reduction of energy consumption are the first measures for implementation.

Despite the expansion of solar installations and the energy-saving measures continually being taken at the individual locations, quantities of grey energy remain. Since 2020, these have been covered by corresponding green electricity certificates of origin.

RWA is a founding member of the Raiffeisen Sustainability Initiative (RNI). The goal is to advance developments in the area of sustainability on a wide scale.



Scope 1 covers all direct emissions, including all those generated in the group's facilities.



Scope 2 includes all emissions connected with purchased energy (e. g. electricity, district heating).



Scope 3 covers indirect greenhouse gas emissions (e. g. caused by business trips or by purchased goods and services).

RWA key figures

Scope 1 and 2

Collecting and calculating the key figures

RWA collects sustainability-related data, including Scope 1 and 2 as well as some selected Scope 3 areas, annually via an online data capture tool. The recorded data are first checked for plausibility at the level of the respective company and then consolidated both at RWA group level and at BayWa group level. Unless otherwise indicated, the following figures re-

fer to the year 2023 and the overall RWA group (RWA AG and fully consolidated subsidiaries). Any increases are mainly due to company acquisitions. The collection and calculation methods used for greenhouse gases follow the internationally recognised Corporate Standard of the Greenhouse Gas (GHG) Protocol.

Energy consumption

Energy consumption in the RWA group

2022	2023
109,096	103,515
MWh	MWh

Energy consumption in RWA AG

2022	2023
19,288	20,100
MWh	MWh

Energy consumption in the RWA group in MWh ¹	2022	2023
Heating oil ²	4,138.25	3,814.28
Natural gas ³	26,473.86	24,855.32
Fuels ⁴	26,719.88	26,042.07
Electricity ⁵	36,861.58	35,382.06
Electricity and heat from the group's own renewable energy sources	4,004.54	3,405.40
Biogenic fuels ⁶	1,083.21	1,028.77
District heating	9,814.90	8,987.79
Total	109,096.22	103,515.69

¹ Due to an updated calculation method, the values for 2022 are different to those in the previous year's report. The following values were reported in the previous year for 2022: Energy consumption in the RWA group: 109,023.10 kWh | Energy consumption of RWA AG: 19,613.43 kWh | Biogenic fuels: 1,383.50 kWh | Natural gas: 26,498.86 kWh | Fuels: 26,321.47 kWh

² Heating oil for heating and drying purposes | ³ Natural gas for heating and drying and other purposes | ⁴ Diesel, petrol, propane, LPG and CNG |

⁵ Includes electricity for cars | ⁶ Includes wood pellets and wood chips

Greenhouse gas emissions

RWA-group (Scope 1+2) ¹

2022	2023
15,265	14,613
tonnes CO _{2e}	tonnes CO _{2e}

RWA AG (Scope 1+2) ¹

2022	2023
2,297	2,525
tonnes CO _{2e}	tonnes CO _{2e}

Distribution Scope 1+2 RWA group

Scope 1 in Tonnen CO ₂ e ¹	2021	2022	2023
Heating oil	1,357.16	1,128.32	989.50
Natural gas	6,571.67	5,301.56	4,988.21
Fuels ²	4,499.00	7,134.14	7,006.54
Biogenic fuels	14.00	16.39	11.05
District heating	12.80	8.63	3.41
Total Scope 1	12,454.63	13,589.04	12,998.72

in Tonnen CO ₂ e	2021	2022	2023
Scope 2³			
Fernwärme (market-based)	1,760.98	1,675.70	1,614.66
Electricity (market-based)	0.00	0.00	0.00
Total Scope 2	1,760.98	1,675.70	1,614.66

¹ Due to an updated calculation method, the values for 2021 and 2022 are different to those in the previous year's report. The following values were reported in the previous year for 2022: RWA group (Scope 1+2): 15,167.50 tonnes CO₂e | RWA AG (Scope 1+2): 2,306.75 tonnes CO₂e | Heating oil: 5,307 tonnes CO₂e | Transport: 7,027 tonnes CO₂e | Biogenic fuels: 21 tonnes CO₂e | Volatile gases: 9 tonnes CO₂e | Total Scope 1: 13,492 tonnes CO₂e and the following values were reported in the previous year for 2021: Natural gas: 6,592 tonnes CO₂e | Biogenic fuels: 17 tonnes CO₂e | Volatile gases: 13 tonnes CO₂e | Total Scope 1: 12,478 tonnes CO₂e

² Reported as "Transport" in the previous year

³ The market-based method was used for the calculation (All electricity consumption is covered by green electricity products, so the result is reported as 0); Values according to the location-based method: Electricity 8,585 tCO₂e (2022: 11,550 tCO₂e; 2021: 9,548 tCO₂e)

Targets

On the path to a sustainable future as envisaged by the Paris Climate Accord, RWA supports the climate strategy of BayWa, which has set itself the following targets in its climate strategy:

Climate targets	RWA	BayWa
Climate neutrality by 2030 (Scope 1 and 2) ¹	→	→
100 % coverage of the electricity requirement with renewable energy from 2020 ²	✓	✓
22 % in greenhouse gases (Scope 1 and 2) by 2025 ³	✓	✓
-22% in energy consumption by 2025 ^{3,4}	✓	✓
+10 GW in generating capacities from renewable energies by 2025 ³	✓	✓

¹ Here, climate neutrality means the avoidance, reduction and offsetting of remaining Scope 1 and Scope 2 greenhouse gas emissions (CO₂ and other relevant gases that impact the climate). Offsetting takes place through investments in obtaining high-quality climate protection certificates.

² Remaining quantities of grey energy are offset by green electricity certificates

³ Reference year 2017 (proportionately met by RWA)

⁴ With regard to EBITDA

Group measures for Scope 1 and 2

Internal CO₂ pricing (ICP) as the basis for reduction scenarios

RWA, together with BayWa, has introduced an internal CO₂ price, which was implemented in 2023. The annual Scope 1 and Scope 2 emissions are priced internally at 50 euros per tonne of CO₂e. Measures to reduce greenhouse gas emissions are financed from the resulting budget. This creates an additional governance instrument for advancing the reduction of emissions in the individual segments and subsidiaries. Conversion from gas to renewable energy sources for the generation of steam, installation of PV systems, improvements to roof insulation and refurbishments and insulation of high-speed doors are just some of the measures taken in the course of the ICP.

In 2023, the expansion of renewable energies at the group's locations was driven forward across the group. The group's PV systems currently generate a total output of 8,575.35 kWp. Powerful Scope 1-related projects are being planned for 2024, alongside the further expansion of solar energy.

Reduction of electricity consumption

With the goal of saving energy across the group, potentials in the group are systematically identified so that measures can be defined and tracked accordingly.

An important aspect of these measures includes the ongoing conversion to energy-efficient lighting as well as the use of motion and presence detectors and light controllers.

Mobility

To make buying an electric car more appealing to employees, a Total Cost of Ownership (TCO) comparison is being carried out by RWA's fleet management for electric cars. This compares the total lifecycle costs of an electric car with those of a diesel model. Although the electric car works out better for the company over its entire lifecycle than a combustion engine model, the purchase value can also be higher. In 2023, 81 cars were purchased, three of which were plug-in hybrids and 11 were fully electric cars. A total of 37 charging points are available at RWA's sites.

Energy generation solar

RWA is advancing the expansion of solar installations at its own locations. At the sites in Austria alone, a total of over 2,600,000 kWh was generated in 2023. Over 4,900,000 kWh were generated in the RWA group in 2023. RWA's subsidiary RWA Solar Solutions GmbH is responsible for the development.

Scope 3

According to the Greenhouse Gas Protocol (GHG Protocol), Scope 3 is divided into 15 subgroups. So far, values have been prepared in selected groups; further groups are in development.

Scope 3 in CO ₂ e tonnes ¹	2021	2022	2023
purchased goods and services (Scope 3.1) ²		5,487,303.00	5,138,447.00
fuel and energy (upstream chain) ³	3,126.53	3,316.31	3,216.97
commissioned transport ⁴	124,112.48	194,165.75	161,300.07
business trips (3.6)	624.79	892.08	833.53
commuting behaviour (3.7) ⁵	4,419.72	1,882.40	1,261.37
Total Scope 3	5,687,559.55	5,305,058.94	

¹ Due to an updated calculation method, the values for 2021 and 2022 are different to those in the previous year's report. The following values were reported in the previous year for 2022: Purchased goods and services: 5,832,103 tonnes CO₂e | Fuel and Energy: 3,303 tonnes CO₂e | Commissioned transport: 156,489 tonnes CO₂e | Business trips: 863 tonnes CO₂e | Commuting behaviour: 4,991 tonnes CO₂e, and the following values were reported in the previous year for 2021: Fuel and energy: 3,131 tonnes CO₂e

² Coverage: RWA AG and selected RWA group companies. Calculated based on goods management data using averages. The data may contain double payments due to intercompany sales.

³ Upstream chain emissions of all used energy sources from Scope 1 and 2

⁴ Volume-based calculations of the commissioned transport based on the tonne kilometres recorded. Figures based on estimates.

⁵ Figures based on estimates.

Concrete measures of the group for Scope 3

RWA endeavours to play its part in reducing greenhouse gas emissions along the upstream and downstream value chain (Scope 3) through collaboration with suppliers and customers. As reducing emissions along the value chain is a difficult undertaking that cannot be done alone, RWA is concentrating on the agriculture segment of in this phase.

A few examples:

The "Zukunft Erde" (Future Earth) project supports farmers in capturing CO₂ in their soils by increasing the humus content (further information on the "Zukunft Erde" programme can be found in chapter 3). Moreover, RWA is currently working on a solution to make agricultural emissions individually measurable through product-related CO₂ footprints (Product Carbon Footprint, PCF). The goal is to be able to identify and recommend effective measures for reduction based on sound values. The RWA subsidiary, Garant Tier-nahrung, endeavours to actively contribute to the shaping of a sustainable future in livestock farming and the associated reduction in emissions. This includes measures to reduce methane emissions from cows and to optimise the protein supply in pigs. Other activities include extensive consultancy services, investments in the training of specialist advisers and the integration of digital solutions.

Waste, recycling and environmental management

In 2023, the volume of waste across the RWA group was 4,571.13 tonnes (2022: 5,068.40 tonnes). Of this, around 30 percent was recycled.

Waste according to disposal methods RWA group in tonnes

	2021	2022	2023
Gesamt	4,680.70	5,068.40	4,571.13
Reuse	205.06	144.18	137.07
Recycling	1,470.92	1,474.18	1,391.63
Composting	251.05	153.44	105.18
Recycling including incineration with energy recovery	2,130.32	2,541.43	2,150.88
Thermal treatment	138.48	112.80	110.19
Landfill	420.36	690.49	612.94
Storage	27.40	24.07	30.87
Other disposal methods	33.17	26.00	30.44
The quantity of waste collected	3.95	1.79	1.94

In 2023, a total of 269.20 tonnes (2022: 282.29 tonnes) of hazardous waste was disposed of professionally in accordance with RWA's group-wide operating procedures. 62.46 tonnes of hazardous waste were recycled.

RWA applies the following waste hierarchy:
avoid, recycle, dispose

The waste officers regularly update the waste management concept and ensure compliance with statutory requirements. Employees are regularly informed about the correct way to separate waste, and receive support in identifying ways to avoid waste.



Biodiversity

Biodiversity on agricultural land mainly depends on the type of cultivation. An important measure for preserving and promoting biodiversity involves reducing the use of fertilizers and pesticides and opting for biological agents instead.

RWA promotes the possibility of the reduced use of pesticides and fertilizers by pushing precision farming initiatives ahead. The use of inputs can be reduced and better coordinated to the individual site conditions and the needs of the plants especially through the application of digital solutions. RWA's subsidiary, biohelp, supports biodiversity with sustainable, organic plant protection solutions, as well as the production of beneficial organisms that offer a sustainable alternative to synthetic products. For example, the European corn borer can be combatted with ichneumon wasps released from drones. In the area of seed, RWA develops special biodiversity blends for agricultural as part of its own brand programme. Biodiversity in agriculture can also be promoted, especially through nutrition for soil life, improvements in soil health and fertility, protection against soil erosion, CO₂ binding and increasing humus levels.



RUG Raiffeisen Umweltgesellschaft

RUG Raiffeisen Umweltgesellschaft is a subsidiary of RWA. It plays a supporting role in the topic of ecology in the RWA group because it has broadly specialised in precisely this area and offers a range of corresponding services. In particular, RUG focuses on supporting the Lagerhaus cooperatives. The RUG energy consultation for companies identifies savings potentials in the areas of heating, ventilation, lighting, etc. RUG also performs energy audits and issues energy performance certificates. In the complex areas of hazardous goods transport and the correct handling of chemicals and dangerous substances, the engineering office provides professional training courses and also takes on the role of hazardous goods officer for businesses. In the area of waste, too, RUG supports several companies: it designs waste management concepts and takes on the role of waste officer. The services are mainly used by Lagerhaus cooperatives, RWA group companies and medium-sized enterprises.

Service and product portfolio





The area of agriculture is the traditional core business of RWA Raiffeisen Ware Austria. Since the founding of the first Lagerhaus cooperatives 125 years ago, their umbrella organisation has seen its primary task as being to reliably and fairly supply agricultural businesses in Austria with all the inputs they need – whether conventional or organic. Inputs are seed, fertilizer, plant protection and feed, as well as spare parts, fuels and other accessories for agricultural primary production.

In addition, RWA takes on the marketing of agricultural and forestry products. This is done by bundling together the small volumes of agricultural businesses via the Lagerhaus cooperatives in order to achieve effects of scale and to be able to reliably supply domestic and foreign processors with the required qualities and quantities. Extensive services are provided as part of these activities – from goods logistics to quality assurance and healthy storage.

The agriculture sector is currently faced with enormous challenges: the growing world population needs more food. Climate change is calling existing product methods into question. Consequently, the political framework conditions are changing: the EU Commission's Green Deal strategy envisages a reduction in greenhouse gases and the use of mineral fertilizers and plant protection products, and organic production is being encouraged. Certificates of origin must be provided and the traceability of supply chains ensured – especially in the agriculture and forestry sectors.

Biomass requirements relating to energy, such as the RED II Directive (Renewable Energy Directive) have a big impact on supply chains and the underlying documentation: biomass power plants only continue to receive subsidies if they can prove that the biomass they use is “sustainable” in terms of the regulations.

The subsidies for agriculture are subject to stringent requirements, which are becoming increasingly detailed. This leads to a high administrative workload. In parallel with this, the structural changes taking place in agriculture are continuing to advance, with ever fewer, but larger, operations with different aspirations. RWA accompanies the change processes with many initiatives: the cultivation of climate-fit seeds adapted to Austria's highly varied topography is cushioning the production-related consequences of climate change. Efficient irrigation systems and the digitalisation of agricultural technology ensure the sparing use of resources. RWA is pushing ahead with the expansion of its offer of organic inputs and the infrastructure for storing and marketing organic products. Seed and feed are mostly produced in house. The good geographic distribution of the operating sites, drop-off and pick-up points is an important element of this. RWA offers farmers farm management systems that enable them to comply with subsidy guidelines as well as the associated documentation requirements. In this way, RWA contributes to promoting the awareness of greenhouse gas emissions among farmers and to identifying suitable ways of reducing emissions.

Some examples:

With the right seed, farmers are able to lay the foundations for economic success. It is the goal of RWA to supply them with the right seed. From cultivation and variety registration, field and factory production, to delivery to the distribution partners and customer support, the focus is on regional origin, service and trust. In all lines of business, intensive efforts are being undertaken to make a responsible contribution with sustainability in mind. In recent years, for example, factories have been equipped with PV systems, chiller units replaced, stackers converted from gas to electrical operation, pallets wrapped in plastic only in exceptional circumstances, freight routes optimised, and much more besides. In regions with a strong livestock sector, more feed grain is being grown. Thus, production and demand are coordinated which simplifies the logistics.

The medium-sized processing agricultural and forestry industry – such as mills, feed and sawmills, paper, panel and pulp industry – is supplied by local producers via the cooperatives, or nationwide by RWA from regions with optimised freight costs. In line with the machinery available at the agricultural businesses, the specialist workshops are distributed regionally so as to ensure efficient travel distances and service times. The automated central warehouse in Korneuburg guarantees overnight express delivery of spare parts to even the most remote of workshops. Orders placed by 5 p.m. are delivered the next morning. This can prevent extended downtimes of machines, which is especially relevant at harvest time.

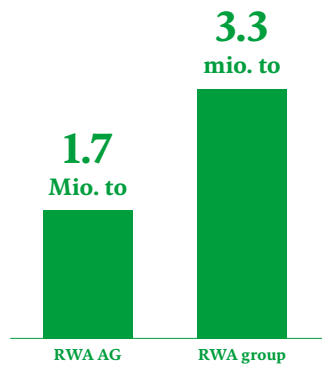
RWA supports agricultural businesses in sustainable management with farm management systems and online tools. Thus the fertiliser requirement for each field can be precisely calculated and individually mixed “fertiliser made to measure” ordered via the Onfarming platform. Before that happens, a precise analysis is carried out by taking soil samples and calculating the nutrient requirements. This ensures that only the required quantity of fertilizer is applied in each case.

RWA is currently developing a precise method for calculating greenhouse gas emissions in the form of the farm management system known as “AgrarCommander”. This will make it possible to test the effectiveness of emission-reduction measures.

Agriculture is being heavily affected by climate change particularly early on. The intensive examination of sustainability risks will make it possible to precisely identify future challenges and opportunities, derive suitable measures and develop practical solutions.

Key agricultural figures

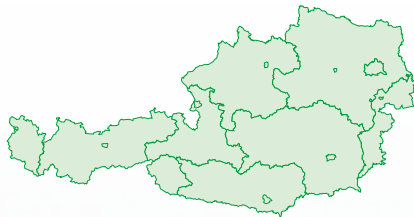
Traded volume of agricultural products in 2023



Number of storage sites of RWA and Lagerhaus cooperatives managed by RWA Quality Management. Lagerhaus cooperatives



Storage capacities of agricultural products of RWA (based on wheat)



210,000

tonnes | 5 storage locations in Austria



310,000

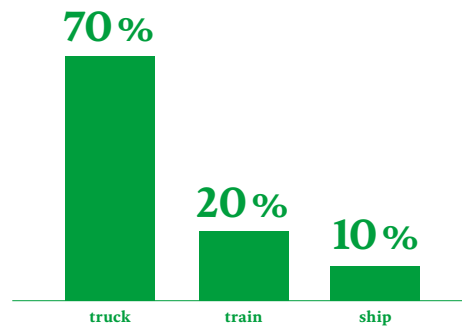
tonnes | 5 storage locations in CEE

Then there is also a large number of Lagerhaus sites in Austria where agricultural products are received and stored.

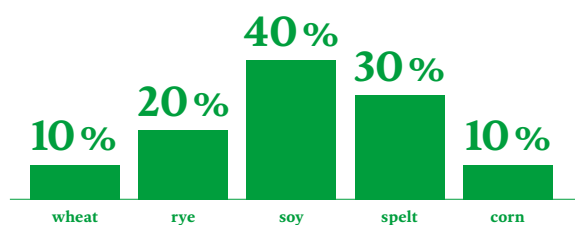


Logistics for agricultural products (rounded):

When it comes to logistics, RWA always tries to shift the transport to the railways or the Danube. However, due to the war in Ukraine, the transport capacities of the railways has shifted heavily towards Ukraine. The Danube was repeatedly unnavigable due to low water levels.



Seed – organic share (rounded)



Current seed types of the RWA subsidiaries, Saatzeit Gleisdorf and Saatzeit Edelhof

approx. **40** sorts

Organic share of plant protection products (turnover)



Organic share of fertilizers (volumes):

approx. **10 %**

Organic fertilizer

approx. **25 %**



Certifications

The AACS and ISCC EU certifications mentioned in this section are sustainability certifications that are officially recognised in accordance with REDII EU 2001/2018. GMP+, ISCC PLUS, AACS plus are industry standards.

Sustainability certifications and quality standards for products in the area of RWA AG's agricultural products

Certification / standard	Description and relevance for RWA
International Sustainability and Carbon Certificate (ISCC EU)	Sustainability certification for RWA biofuels: cereals, oil seeds
International Sustainability and Carbon Certificate (ISCC PLUS)	Sustainability certification for RWA food: cereals of breadmaking quality
Austrian Agricultural Certification Scheme (AACS)	Sustainability certification for biofuels RWA: cereals, oilseeds
GMP+ FRA 5.6	Certification for deforestation-free feed made from soya beans RWA: feed (soya extraction meal)
Austrian Agricultural Certification Scheme (AACSplus)	Sustainability certification for food RWA: malting barley
Donau Soja, Fields of Europe	GM-free soya feed of European origin
Bio Austria	Trade and development of organic goods based on the EU organic production regulation
BioSuisse	Trade and Development of organic goods based on the EU organic production regulation
Naturland	Trade and development of organic goods based on the organic production regulation for marketing in Germany in accordance with Naturland criteria

*The new GMP+ FRA 5.6 certification describes the requirements for the purchase and use of deforestation-free soya for deliveries of feed in the AMA quality seal programme and for recognised quality assurance systems (Germany: QS Futtermittel) from 01/01/2024. The module is aimed at single and mixed feed manufacturers (e.g. Garant) and traders (RWA AG, Url Agrar GmbH) that process and trade in soya and soya bean products.

Since the end of 2023, RWA's Feed department has purchased exclusively soya feed produced in accordance with recognised deforestation-free and sustainable standards (DonauSoja, RTRS [RoundTableforResponsibleSoy] or ISCCplus) for Austria and Germany. These standards focus, among other things, on protecting the rainforests and indigenous peoples. In addition, guidelines for the protection of biodiversity, compliance with fair remuneration and other aspects are also certified. These standards concern imports from South America as well as the domestic cultivation of soya beans in Austria.

The product certifications require the corresponding certifications of locations. RWA has implemented these, in particular at its sites in Aschach, Albern, Stadl-Paura and Krems.

RWA is also certified to GMP+ (feed standard) and OGT (Ohne Gentechnik / GM-free). RWA operates a quality management system based on the GMP+ standard, whereby a digital tool is used to organise, check and ensure compliance with the required parameters. Approx. 360 storage sites have been recorded through association certification. Thus, RWA and the Lagerhaus cooperatives form the largest matrix organisation committed to GMP+.

The other sustainability standards are managed in-house by RWA and the Lagerhaus cooperatives.

The following subsidiaries of RWA are certified in accordance with ISCC EU:

- RWA Magyarország (Hungary)
- RWA Srbija (Serbia)
- RWA Slovenija (Slovenia)
- RWA Slovakia (Slovakia)
- RWA Raiffeisen Agro Romania (Romania)
- RWA Hrvatska (Croatia)

Certification in the wood segment

The EU regulation RED II (Renewable Energy Directive II) aims at increasing the share of renewable energy within the EU in the areas of electricity, heat/cold and transport to at least 32% of the Union's gross final energy consumption by 2030. Energy in the form of biofuels, liquid biofuels and biomass fuels will only be promoted under certain conditions and considered to be renewable energy if it meets the defined sustainability criteria and the criteria for greenhouse gas savings in accordance with the regulations. The following players in the value chain must be checked and certified:

- Producers of sustainable biomass (self-declaration)
- Producers or processors of biomass fuels (with mass balance and GHG savings),
- Trade and logistics (with mass balance and GHG savings),
- biomass power plant operators (proof of reduction in GHG of min. 70% compared to fossil fuels + mass balance + any minimum efficiencies)

Certification systems such as the Sustainable Resources Verification Scheme GmbH (SURE), under which RWA is certified, are an objective and reliable means for documenting compliance with the RED II criteria. All economic players are required to pass on relevant data to the downstream economic operators (e.g. copy of own, valid certificate, name of system used, period of validity, etc.).



3D technology wins Seed Innovation Challenge 2023

65
start-ups

from 24 countries took part

High-quality seed forms the basis for the basic supply of food. How seed production can be made sustainable and efficient in times of climate change was at the heart of the Seed Innovation Days event of RWA Raiffeisen Ware Austria, which was held on 16/17 November 2023 in Korneuburg.

65 start-ups and innovators from 24 countries applied for the challenge. Solutions were sought from the areas of cultivation, portfolio management, field production/seed propagation, factory production/seed preparation, distribution/logistics and quality management/laboratory. In the end, twelve finalists from South Korea, the USA, the Netherlands, Germany, Hungary, Switzerland, Serbia, England and France were invited to present their solutions to the jury in the final.

The solutions presented offer a wide range of innovations: from the measurement of pollen cells and high-tech sensors for field performance, the comprehensive use of AI solutions for the planning and processing of seeds, to highly technological sowing and measuring methods as well as the use of nanoparticles, 3D measurements and plasma technology.

The winner of the Seed Innovation Challenge was phenoLytics GmbH which won over the jury with its patented solution of 3D phenotyping, which has been developed for the seed industry. The systems presented – phenoTest and phenoScort – include fully automated 3D phenotyping with a high throughput, as well as precise measurement of the internal and external organs of seeds and seedlings throughout the entire germination process.

Drones in the fight against the European corn borer

3,000 to

4,000 ha

of corn fields treated annually

Combatting the European corn borer with trichogramma parasitic wasps is an established method of plant protection. Compared to conventional insecticides, the beneficial organisms are both kinder on the environment and longer lasting. RWA's Farming Innovations department uses drones to enable precise application of the parasitic wasps. This results in more efficient use of resources and maximises the ecological effect.

The flight plan is created in advance in the office and ensures the automatic ejection of pellets within a defined grid. The routes between individual customers are optimised so that they are as short as possible and ensure prompt and efficient application of the wasps.

The constantly growing offer of agricultural drones makes undersowing by drone economically interesting as a further application. Depending on what is being undersown, the sowing can take place either in autumn or spring. What is important here is good weed control beforehand and sufficient precipitation,

which is necessary for germination due to the sparse sowing method. As the drones can also be used for waterlogged soils, the soil moisture is optimally exploited and soil pressure is also reduced.

Relevant findings were collected at trial sites in the Grieskirchen region. The use of drones for undersowing promotes sustainability and saves time and labour. It shows how innovative technology is shaping the future of agriculture and having a positive impact on the environment at the same time. The flexibility of being able to deliver seed in each phase of the main crop opens up a large number of new applications.





Digital documentation with AgrarCommander software

The disbursement of subsidies under the Common Agricultural Policy (CAP) is closely tied to environmental requirements. In Austria, these requirements are bundled together in the ÖPUL (Austrian Agri-Environmental Programme). AgrarCommander supports farmers in the fulfilment of these environmental requirements through digital recording and real-time monitoring, thus promoting sustainable agriculture.

The land and animal-related measures of ÖPUL 2023 focus on the protection and conservation of natural assets such as climate, biodiversity, soil, water and air, as well as on increasing animal welfare. AgrarCommander offers farmers a pioneering solution for fulfilling the complex recording obligations in digital form. The platform facilitates seamless recording of all required data; it also automatically checks and documents compliance with the requirements in real time. This reduces bureaucracy and increases efficiency.

The core component of AgrarCommander is real-time monitoring, which ensures that farmers maintain an overview of their compliance with environmental requirements at all times. In this way, they can actively contribute to the environmental targets of ÖPUL. AgrarCommander also supports sustainable agriculture

350,000 ha =

27%

of Austria's agricultural
land is managed with
AgrarCommander

through the implementation of site-specific fertilization. This practice enables needs-based and consistent management of crops and stocks. AgrarCommander ensures the effective control of resources and the optimisation of yields.

Key components of site-specific fertilization in AgrarCommander include the latest satellite maps or historic yield zone maps of biomass growth. They provide detailed information about the different profitability zones of the crops, and enable precise analysis and planning for needs-based fertilization.

AgrarCommander is easy to use: based on the yield zones, percentage additions to, or deductions from, the average are determined. This enables individual adjustment of the quantities needed per zone. The result is a customised application map which can be seamlessly transferred to the tractor terminal via the integrated ISO.XML interface. The contribution to sustainability lies in the reduction of over-fertilization and the optimised use of resources.

Needs-based animal nutrition and sustainability

Garant Tiernahrung is not only a leading producer of high-quality mixed feed products, but also a pioneer in matters of sustainability. In order to combine environmental responsibility with economic success, the company pursues innovative approaches: thus, despite continually rising production quantities, the energy consumption per tonne of mixed feed has been reduced in recent years by around 20 percent to less than 80 kWh/t. Construction of the agricultural photovoltaic system in Pöchlarn and the PV system at the site in Aschach are increasing the share of solar power used to 16 percent. From 2024, steam generation with certified wood pellets is being planned at the site in Pöchlarn, and should cut CO₂ emissions by more than 1,000 t annually. This project illustrates the commitment to the sustainable generation of energy and the reduction of emissions.

The reduced use of soya in pig feed is another important contribution to achieving the agricultural reduction targets. Soya extraction meal has been one of the most important sources of protein in pig feed for decades. However, the targeted use of synthetic amino acids is reducing the need for soya meal in the feed. At the start of 2023, Garant Tiernahrung overhauled its entire range of pig feed products. This involved a further reduction in the amount of soya in the feed, which further reduces dependency on soya imports from abroad, and is also an important goal in the context of the EU's Deforestation Regulation. In order to continue ensuring a needs-based supply of nutrients for pigs, the use of synthetic amino acids has been expanded.

up to
20 %

less energy consumption per
tonne of mixed feed

In addition to reducing soya requirements, the product overhaul also made it possible to decrease the protein content in the types of pig feed produced by an average of 0.5 percentage points. According to the specialist literature, the result is a drop in ammonia emissions from pig farming of around 5%. Work is also being done to reduce methane emissions from cows.

Garant uses by-products from food and ethanol production – such as from cereal or oil mills, sugar and starch companies, dairies or breweries – as input materials for mixed feeds. This saves precious resources, reduces greenhouse gas emissions and avoids waste. The refinement of residual materials for animals makes a contribution to the regional circular economy.

By investing regularly in the production facilities, Garant ensures more energy-efficient processes, less production of dust and thus better air quality.

With extensive consulting services, intensive training of specialist advisers and the integration of digital solutions, Garant is able to respond to the rapidly changing conditions in agriculture. The company intends to actively contribute to shaping a sustainable future in livestock farming.



Wood and biomass segment

In Austria, more wood

grows than is cut down =
basic principle of sustainability

RWA's restructured wood and biomass segment sells the wood that is purchased both directly by RWA's buyers and also by the Lagerhaus cooperatives from forest owners and cooperative members in Austria. In addition, logs and firewood are imported from neighbouring countries to cover the demand in Austria. In total, between 400,000 and 800,000 solid cubic metres of timber are handled, depending on the market situation.

Trees and other plants remove climate-damaging carbon dioxide (CO₂) from the air through photosynthesis, store it in the form of carbon (C) in the biomass (wood), and release oxygen (O₂) into the air. Forests reduce the level of carbon dioxide in the atmosphere, which counteracts both the rise in temperature and climate change. As long as the wood does not decompose or get burned, the carbon remains bound up in it. The longer a wood product is used, reprocessed and recycled, the better this is for the climate.

The term "sustainability" comes from the forestry industry and means that only as much wood as grows back each year can be taken from the forest. This ensures that the volume of wood biomass in the forest does not decline. In Europe, and especially in Austria, the area under forest is actually increasing each year. In other words, less wood is harvested than grows back.

At national and EU level, laws and certifications are constantly being developed to ensure that the wood sold in the EU is not

sourced from illegal logging or overexploitation. This applies to both domestic and imported wood. Supply chains can be rendered transparent through the use of certificates. The EU's Deforestation Directive prescribes that the legal origin of the wood in the forest must be proven. From 2025, it must also be ensured that harvesting the wood will not lead to deforestation or forest degradation. This date is still under negotiation.

The wood and biomass segment is aware of its responsibility for sustainability and climate protection: when the quality of the wood permits, wood is sold to material recyclers first and is only burned for energy once it reaches the end of its useful life.

Together with the Lagerhaus cooperatives, RWA is one of the biggest shippers of logs by train in Austria by volume. This complies with the group's responsibility to shift the transportation of wood from road to rail. RWA and the wood and biomass segment is certified in accordance with PEFC and SURE. Constant attention is paid to observing and implementing any and all changes in the law. This ensures that the wood trade at RWA will continue fulfilling all legal requirements in the future.



Various sustainability initiatives

Agriculture



„Zukunft Erde“

This is the name of the programme of the Lagerhaus cooperatives and RWA which aims at encouraging the formation of humus in agricultural soils. The farmers benefit, on the one hand, from strengthened soils and on the other, from the fact that the formed humus stores CO₂. If the humus content in the farmers' soil has increased during the inspection period, the farmers generate revenue from the sale of CO₂ certificates. These are purchased by companies wishing to achieve climate neutrality.

“Zukunft Erde” is an additional incentive for farmers to build up humus and thus make an important contribution towards climate protection. 77 farmers have already taken part in the programme and around 3,500 hectares have been sampled to date.

RWA is also a partner of the initiative “Finis for a good reason”. Together with the producer of the brand “Finis Feinstes”, cereal farms are supported with measures that increase the humus content of the soil. Within the scope of the “Zukunft Erde” project, soil samples are taken, and targeted fertilization recommendations are identified; green strips intended to serve as feeding areas for birds are also created.



Biostim project

The use of biostimulants is intended to result in improved nutrient utilisation efficiency, increased drought stress tolerance and the promotion of soil fertility.



Carta del Molino

Carta del Molino is a food project and sustainability programme of the company Barilla. It requires the participating farmers and storage sites to meet specific requirements. The programme is based on the ISSC plus certificate, and the following requirements, among others, also apply:

- 3 % of the farmland under wheat grown for Barilla must be laid out as flower strips (in addition to the stipulations of 7 % biodiversity areas under the ÖPUL programme)
- Ban on the use of glyphosate
- Ban on the use of conventional storage protection products
- Compliance with crop rotation requirements
- Max. 25 % rapeseed in the crop rotation

Various sustainability initiatives

Agriculture



Austria wine bottles

The “Nachhaltig Austria” wine bottle saves 34 tonnes of CO₂ and 50 tonnes of glass for every 1 million bottles; up to 80 % share of waste glass; 92 % recycling rate.



Project Rapso Raps

RWA organises the cultivation of Rapso rapeseed for the oil mill in Aschach an der Donau. The participating businesses have to meet the following requirements, among others:

- Use of selected seed
- No cultivation next to the motorway – at least 50 m from the edge of the carriageway
- Max. 25 % rapeseed in the crop rotation



Regional weather news, readily available

The Lagerhaus weather network provides comprehensive weather observations in Lower Austria with its 92 weather stations. The network gives farmers access to real-time weather data and also to advanced weather forecasting and disease prognosis models.



Stretch film with recycled content

Sustainable products already make up half of the range of stretch and silo films. Sustainability results from material savings due to better properties such as puncture resistance, tear resistance and oxygen impermeability and the use of recyclates in production, with up to 30 % from the agricultural sector.



Biohelp – a specialist in organic plant protection

Biohelp, a subsidiary of RWA, can draw on more than three decades of expertise in the development of organic plant protection solutions and the production of seedlings for agriculture, fruit, wine and vegetable growing and horticulture. The solutions have been tried in practice, are environmentally friendly and are distinguished for their sustainability.

Ailantex

With the successful development of a domestic fungus in the form of the fungicide Ailantex, a natural opponent to the tree of heaven has been found. The tree is vaccinated with the spores, and then dies.



Operational robots

The autonomous device carrier, ORIO from Naïo Technologies, works up to 100% electrically and weighs about 1.5 t. Each wheel is separately powered and can also be individually steered. This enables the robot to turn on the spot. The Cat. 2 three-point mounting system can be used to couple devices weighing up to 700 kg. This enables the use of lightweight attachments.

Navigation takes place as standard with the RTK Global Navigation Satellite System (GNSS) using maps defined in advance. The ORIO safety system ensures that the robot moves only within the predefined work area and that it detects people or obstacles in the immediate work area. As an extra safety feature, bumpers are attached in front of the wheels.

Since 2020, a distribution partnership has been in place between RWA and Naïo Technologies. In early 2023, the autonomous device carrier ORIO was used to control weeds on an arable farm in cooperation with a Lagerhaus cooperative. The flexible concept of ORIO enables many other applications, such as sowing, harrowing or in-row weed control in planted cultures.



Fill level sensors

Internet of Things: the accuracy of sensors that simplify the fill level measurement in feed silos and support the reduction of transport routes was checked.



Replacing packaging films on consumer products, seed segment

By switching from film made of LDPE (low density polyethylene) to much thinner COEX (co-extrusion) film for the group's own brands "Immergrün", "Alpha" and "Impos", it will be possible in the future to save almost 2,000 kg of packaging film per year. That corresponds to a savings potential of around 22 %.

Machinery



The motorisation of Austria's agriculture and forestry sectors began in the 1940s with the increased use of tractors. General mechanisation began in the 1950s. The primary goal was to rapidly increase food production. The Lagerhaus cooperatives also supported this modernisation drive in the interest of their members.

Nowadays, Lagerhaus Technik-Center (LTC) supplies Austria's farmers with state-of-the-art tractors and a comprehensive range of products and equipment in all areas of agricultural technology. LTC is the national dealer for John Deere in Austria and distributes highly innovative, quality brands such as Lindner, Brantner, Pöttinger, Manitou and Rauch. Thus, LTC is always right up to date with technological developments and able to provide its customers with in depth advice.

Due to the structural changes underway in domestic agriculture, ever larger and more powerful tractors are in demand nowadays. Most of these machines continue to be equipped with conventional combustion engines. Although research is already being conducted on alternative drives based on hydrogen and electric motors, there is still a lack of powerful alternatives that can match the range of conventional engines.

For this reason, LTC mostly sells agricultural machinery that runs on fossil fuels, as well as related attachments. As a trading company within the RWA group, LTC fulfils a supply mandate in respect of domestic agricultural businesses that need modern equipment for day-to-day work and are able to reliably procure it through LTC.

LTC endeavours to make a considerable contribution to the sustainable management of domestic farmland. It therefore focuses on the digitalisation of the machinery and on robotics in agriculture. These future technologies help make it possible to operate existing machinery much more efficiently – also in the case of plant protection products, for example – and with less CO₂ impact on the environment.

At the same time, LTC has set itself the goal of assuming a pioneering role in completely autonomous robotic solutions and attachments with integrated AI. There is a recognisable trend in this direction, and the first attachments in this segment have already been included in LTC's supplier portfolio.

Increasing numbers of manufacturing companies are launching alternative drives, robotic systems and digitalisation measures, including with integrated AI, on the market. Over the next few years, numerous machines and devices will therefore become available in this highly promising sector, which will support Austrian farmers in the environmentally friendly and sustainable management of their farmland. LTC is already providing competent advice in this regard.

RWA is a franchisor for the Lagerhaus cooperatives in Austria, which it manages through its "Agricultural technology" department. Its goal is to support the cooperatives in purchasing, national marketing and organisational procedures.

Under the franchise brand, "Lagerhaus-Technik", RWA develops, for example, the market-orientated product range strategy for the quality distribution of national and international manufacturers, and many other bundles and support services are also provided to ensure an efficient and lean sales structure.

RWA is also active as a wholesaler and service provider for the Lagerhaus cooperatives in Austria, as well as for international customers, through its Spare Parts/Tyres/Workshops department, operating one of the largest central warehouses for spare parts/tyres in Austria with more than 63,000 available items.

The logistics of customer requirements are optimally managed by the central warehouse, with combined deliveries being made instead of sending out individual items on long journeys. This reduces transport-related CO₂ emissions, a point that is further enhanced through the use of low-emission vehicles.

The dense workshop network of the Lagerhaus cooperatives means manageable transport routes for the farmers. The current trend in agricultural machinery service is moving towards mobile service: modern service buses come directly to the business and maintain the equipment on site.

Easily available spare parts and local workshops ensure that agricultural machinery can be used efficiently and for a long time, thus contributing to the circular economy.

Key figures

Rentflex rental service in 2023

For special tasks and to cover seasonal peaks, agricultural businesses can rent state-of-the-art tractors in various horsepower classes by the hour and for clearly calculable all-in costs, thereby saving on investment outlays.



approx.

140

rental contracts
in 2023



almost

1,500

hectares of managed land



almost

23,500

operating hours

Savings potential through precision farming



up to

15 %

fewer inputs (seed,
fertilizer, etc.),

depending on underlying conditions
and the shape of the field



up to

25 %

savings potential for
nitrogen-based fertilizers,

through the site-specific management of
heterogeneous soils





Robots and intelligent devices as providers of solutions for agriculture

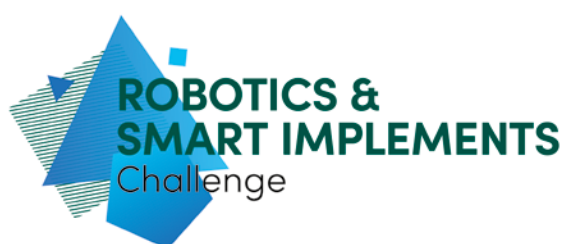
RWA Raiffeisen Ware Austria and its subsidiaries Agro Innovation Lab (AIL) and Lagerhaus Technik Center (LTC) scoured the world in 2023 to find innovative technical solutions to agricultural problems as part of the “Robotics and Smart Implements Challenge”. Out of a total of 45 entries, 14 were presented live. The winning projects came from the companies Ullmanna in the Czech Republic and AVL Motion in the Netherlands.

The 14 finalists from nine countries presented their ideas and, in some cases, market-ready products over two days – from the autonomously operating robot for weed control to special applications – so-called Perfect Use Cases – with multiple fields of application.

The company, Ullmanna, founded in 2019 with head office in Brno, Czech Republic, presented a platform for classic tractor machines called “Newman”, which uses Artificial Intelligence to independently identify weeds as they start to appear, and mechanically combats them in the crop rows. It can be used on crops of all kinds.

The company, AVL, founded in 2018 in the Netherlands, was awarded for its autonomous asparagus harvesting robot. It means that just one worker is needed for the asparagus harvest: this person moves the robot from one row to the next and empties the harvest box when full. With 12 independent cutting modules, the robot manages 4,500 actions per hour.

Talks on the further partnership with the Lagerhaus Technik Center are being held with the two winners, Ullmanna from the Czech Republic and AVL-Motion from the Netherlands.



45

entries, 14 finalists from
9 countries

Robotics department at LTC since the beginning of 2023

A shortage of, and cost-intensive, seasonal workers, shorter periods of time in which to carry out field-related measures – mostly caused by climate change – and the falling availability of plant protection products: these are just some of the current and future problems that agriculture has to face.

The Lagerhaus Technik Center sees itself as part of the solution to overcome these challenges in agriculture and the environment. New technologies, above all those with Artificial Intelligence, offer highly promising potential, such as the saving of inputs. Precision Farming is not primarily about increasing yields, but rather about making the best possible use of the resources available.

The first marketable product to emerge from the new robotics division of the Lagerhaus Technik Center with Artificial Intelligence is the spot spray ARA from Ecorobotix. With the aid of multispectral cameras, cultured plants can be differentiated from weeds, with the latter being combatted through single nozzle control.

70 %

less medium required for spot spraying

The best example is the herbicide treatment of onions: treating the whole field three to five times with herbicide increases the risk of disease and at the same time reduces the yield potential due to phytotoxicity. Approx. 70 of the spray used in the 2023 season was saved on average. In order to also scientifically test the Spotspray and determine the reduction in yield, a field trial will be launched in 2024 and will serve as the basis for a Master's thesis at the University of Natural Resources and Life Sciences [Boku].

LTC is monitoring current developments around the world and seeking potential partners and start-ups in order to sup

Success with electric commercial vehicles

With the creation of electric support points in sales and at the Lagerhaus workshops across Austria, Lagerhaus Technik is adopting a pioneering role as a "First Mover" in the area of electromobility in agriculture. Various federal and state subsidies for electric vehicles, both for private individuals and for businesses/municipalities, are contributing to the overall level of success.

over
5,000
vehicles sold until now

Lagerhaus Technik sells electric vehicles made by different manufacturers. Modern electric vehicles are emission-free and efficient. Target groups and applications for electric transporters include:

- Commerce and industrial enterprises
- Municipalities and public areas
- Leisure facilities and tourism
- Wine growers and farms
- Various delivery services, caterers and suppliers
- Electric transporters are also used internally in buildings and factory halls.

Various sustainability initiatives

Machinery



LTC Academy

Investments in employees are an important aspect of sustainability. Therefore, the end of 2022 saw the founding of the LTC Academy, which offers both new and experienced employees a comprehensive and individual range of courses for professional and personal development. In 2023, 762 participants were trained during 1,242 training days. Approx. 300 farmers took part in Smart Farming driving lessons where they learned how to bring the advantages of Smart Farming to the field in the best way possible.



Driving training

The LTC supports its customer base in the optimal use of their machinery. Driving lessons for farmers will increasingly be offered in the future.



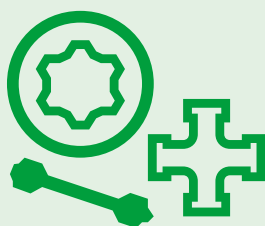
Energy efficiency in the central Spare Parts/Tyres warehouse

Energy efficiency comes high up the list in the expansion of the central warehouse and the warehouse technology used. This makes all the difference in the decision to invest.



Used machinery exchange

The used machinery exchange “gebraucht-maschinene.lagerhaus.at” is also supported in the RWA’s agricultural machinery franchise system. This platform centrally documents new, demo and used machinery from all Austrian Lagerhaus cooperatives, and subsequently offers them for sale to other international Landtechnik used machinery exchanges and platforms. Currently, approx. 3,500 agricultural machines are listed.



Spare parts recycling

Rare and less common spare and wear parts are recycled nationally via the parts exchange, and internationally via RWA’s holding company, BartsParts. This saves resources and uses them in the best way possible.



Swap boxes

Wherever possible, spare parts/tyres are delivered to the central warehouse in Austria in swap boxes. A swap box is sent and returned around 25 times a year on average. This saves valuable raw materials such as wood, cardboard and paper.

Building Materials and Home and Garden



The Lagerhaus cooperatives' building materials trade has its origins in the high level of personal contribution of many farmers in barn and stable construction, and in the maintenance of their farms. Building materials were needed to maintain the business and were therefore as much a part of the Lagerhaus range as the inputs and other specialist farming needs.

The commercial code of the 1970s allowed the cooperatives to also do business with non-members. From that developed the area of Home & Garden, which is one of the key pillars of the cooperatives nowadays. The modern Lagerhaus markets offer people an attractive shopping experience in their respective home region, thus ensuring the revival of rural areas. The subsidiary Lagerhaus Franchise GmbH supports the Austrian Lagerhaus cooperatives for RWA as a franchiser in the two business segments of Building Materials and Home & Garden. Its services include purchasing and product range development, marketing and

sales support, market set-up and management of the online shop, further development of digitalisation and own-brand management.

In the segments of Building Materials and Home and Garden, there are more and more ecological products and building materials. Eco-building also forms part of the current government programme. Lagerhaus Franchise is intensively engaged in the effects that this topic will have on the Lagerhaus cooperatives and how it can support the franchisees.

One point of focus here is the topic of renovation: thermal insulation, modern windows, new heating systems and many other measures lower the energy costs of existing properties and make an important contribution to taking the strain off the environment. The expense and effort is generally less than for a new-build project.



Lagerhaus Franchise has defined a number of focal points for operational implementation:



Healthy building: making construction, renovation and living sustainable and greener.



The aim of one special line is to reduce the amount of pollution in indoor air.



Ecological and sustainable product range design that focuses on the entire life-cycle of a material: are the raw materials sustainable? Is the transport cost as low as possible? Is the manufacturing process energy-extensive? Do the products have a long service life and is it possible to repair them? Can the product be returned to the natural cycle?



Climate adaptation in the construction sector: use of grey water, roof greening, etc. The RWA's subsidiaries, Citygreen and Parga, are already specialised in these future topics: in the greening of interiors, roofs, façades and outdoor facilities, as well as in the conservative use of water.



Consulting and services on the topic of energy performance certificates, thermal imaging cameras, etc. Thermal imaging cameras identify the weak points of a building from where energy is lost, and enable targeted renovation measures.

Key figures



359

Lagerhaus markets Home and Garden as well as Building Materials (from 150 m²)

Number of Austrian building materials suppliers

82 %

Out of the 202 centrally-listed suppliers in the building materials segment, 166 have their headquarters in Austria

In 2023, they achieved a share of around

90 %

of the franchise's purchasing turnover

65 %

131 out of the 202 suppliers also produce in Austria

In 2023, they achieved a share of around

80 %

of the franchise's purchasing turnover

Lagerhaus Franchise is a member of the following organisations and is in dialogue with them on the topic of sustainability:

- **Intercoop** (amfori BSCI)
- **respAct** (Austria's leading business platform for business with responsibility and an international network for expertise and exchange of experience)
- **Österreichischer Franchiseverband**
- **BHB-Handelsverband Heimwerken, Bauen und Garten e.V**

Various sustainability initiatives

Building Materials and Home & Garden



Sustainable marketing

Lagerhaus flyers and catalogues are printed in Austria on PEFC-certified paper from sustainably managed forests and controlled sources. Distributing Lagerhaus flyers via the post saves about 121,400 kg of CO₂ a year.



Peat-free soil

The soils of the trusted IMMERGRÜN brand are almost entirely peat-free and thus make a contribution to the protection of sensitive ecosystems – because peat extraction is associated with considerable environmental impacts. Regional manufacture in family businesses strengthens the local economy and guarantees a high level of quality.



Regional food

As Genussladen partners, some Lagerhaus markets, especially in Styria and Lower Austria, have set up so-called “Farmers’ Corners” that offer quality and origin-assured products from the immediate region. Suppliers are farmers from the immediate vicinity of the respective location. Lagerhaus is thus a marketplace and a link between regional farming producers and sustainably thinking consumers.



Parga

Parga stands for the modern, sustainable and efficient use of water as a precious resource. As a wholesaler, consultant, planner and project manager, the RWA subsidiary has decades of experience in the implementation of sprinkler systems and agricultural irrigation, ponds and natural pools, fountains and water architecture. In the area of agricultural irrigation, Parga deals with ensuring the optimal supply of agricultural crops with water. Modern sprinkler or micro irrigation systems ensure the sparing use of water and energy as resources.

300

natural swimming ponds
per year.

Citygreen

The RWA subsidiary, Citygreen, has been involved in the greening of interiors, roofs and outside facilities since 1999. In 2022, the business segments were joined by the area of module façade greening in order to be able to offer complete property greening.

Indoor plants improve the indoor climate, provide privacy and noise protection, and create a pleasant feeling of nature. Employee motivation in offices rises and the amount of sick leave falls demonstrably. Numerous design options ensure harmony with the interior architecture. Greened interior walls create a pleasant atmosphere and are an eye-catcher.

Roof and The greening of roofs and façades is capable of counteracting the effects of climate change. Thus, a flat roof with extensive greening can store 60% of the rainfall for a long period. That takes the strain off the drains during heavy rainfall and helps to cool urban heat islands.

Each square metre of green roof also has an air-cleaning and pollutant-binding effect – according to the literature, it can absorb up to 0.375 kg of CO₂ per year. That means a filtering effect that is 10-20% greater than conventional roofs.

A conventional roof emits 95% of solar radiation in the form of heat. With extensive roof greening, the plants convert 58% of this energy into evaporative cooling. In combination with a photovoltaic installation, this evaporative cooling alleviates the negative effects of heat on the performance of the panels.

Greened roofs and holistic property greening offer animals an alternative habitat.

Key figures

- In 2023, Citygreen implemented a total of 125,000 sqm. in the area of roof greening and approx. 1,080 sqm. in the area of façade greening in the Extensive, Intensive, Retention and Solar Green Roof variants.
- When selecting business partners, Citygreen places importance on the topic of Sustainability All suppliers in the area of interior greening are certified according to MPS-Florimark TraceCert; MPS-Florimark GTP; ISO-9001; MPS-A; ISO 14001:2015 and Fair Trade.
- Citygreen use organic plant protection products.
- A decentralised network of storage sites for soil ensure shorter transport distances to construction sites and less environmental pollution.
- Plastic and aluminium products are made almost entirely from recycled raw materials. Thus, the drain plates used are made from recycled HDPE from the drinks industry, and the protective non-wovens from recycled items of clothing and carpet offcuts.
- In production and administration, Citygreen uses electricity from its own PV system or green electricity. The company fleet also includes electric vehicles.

KLT Traun

From the central picking warehouse in Traun (KLT), approx. 140,000 pallet bays are despatched by lorry and 15,000 packages via courier each year as part of the franchise system. In all ordering and despatch processes, sustainability is a key topic.

The primary goal is to use each loading metre on the lorry as well as possible in terms of area and height. To achieve this, the delivery is planned precisely together with the forwarding agent. Pallet cages are used to load the goods in order to stack them as high as possible. The use of pallet cages and recyclable containers from the new, fully automated small parts warehouse enables products to be shipped without additional packaging materials. Reusable containers are repaired multiple times when damaged – the service life of a Europallet thus increases from an average of 10, to over 30, cycles.

Deliveries are planned daily and individually with the goal of keeping the distance driven as low as possible. Should pre-booked orders reach the volume of a full lorry, a direct delivery from the production site to the customer will be considered.

Customers of the Lagerhaus online shops receive their goods in a recycled box and paper packaging. Click & Collect items are

increased service life
for reusable containers

30

instead of 10 circulations

combined as well as possible with the regular delivery runs to the respective location. The recently implemented option of dropshipping in the online shop – goods are also sold that are not situated in the warehouse – also enables delivery straight from the manufacturer to the end customer. All processes within the warehouse have been paperless since 2004, and most of the communication with customers and suppliers already takes place electronically.

Only electric vehicles are used at KLT, many of which can be charged from the on-site photovoltaic installation. In recent years, photovoltaic systems with a generating output of about 950 kWp have been installed. Paperless work was implemented years ago thanks to the use of scanners and wireless data.





RWA Raiffeisen Ware Austria supplies the Austrian market – end customers, commerce, trade and industry – with renewable and fossil fuels and combustibles through its energy companies, Genol and Wärme Austria. The gradual shift away from fossil to renewable sources of energy is a key part of its strategy:

RWA is a pioneer and important market player in the area of wood pellets and briquettes, and is systematically expanding this segment.

The RWA Solar Solutions department, set up in 2018, specialises in the planning, construction and operation of large photovoltaic systems, and is now one of the leading project developers in Austria. The company's strategic focus is on special systems for the dual use of space, including, for example, the concepts of Agri-PV and special systems for car park roofs (PVCarport) with PV systems.

The containment of climate change and the associated energy transition represent an enormous challenge. Solutions will have to be found to generate electricity and heat in a way that is compatible with the climate.

The use of fossil energy sources must be gradually reduced and replaced by renewable energy sources. RWA is well aware of this responsibility and is taking appropriate measures.

One of these measures is GENOL ECO Protect Diesel. This is a high-value basic fuel combined with a synthetic, renewable fuel component made from HVO (Hydrotreated Vegetable Oil). Compared to pure fossil fuel, it can reduce CO₂ emissions by up to 4.5 %.

2023 was characterised by massive volatility on the entire energy market and demand-led spikes, especially in the early part of the year. Some of the price jumps were very large and differed from month to month. The security of supply, so important to RWA, was ensured at all times. The Renewable Heat Act, which was introduced in Q4/2023, will slow down the transformation process to renewable energy, especially in the heating oil sector, due to the softened conversion obligations.

The topic of GHG quota trading had a massive impact in the past year on the pricing of fossil fuels and liquid biofuels. The greenhouse gas reduction quota (GHG quota) obliges mineral oil companies to lower the CO₂ emissions caused by their fuels from year to year.



Key figures



over

220,000

tonnes of pellets



over

43,870

tonnes of GENOL ECO
Protect Diesel



over

154,000

kilowatt hours (kWh) via
GENOL G+ Card

RWA Solar Solutions

Key figures from its founding in 2018 to the end of 2023



43

projects completed



35,313.46

kWp total output

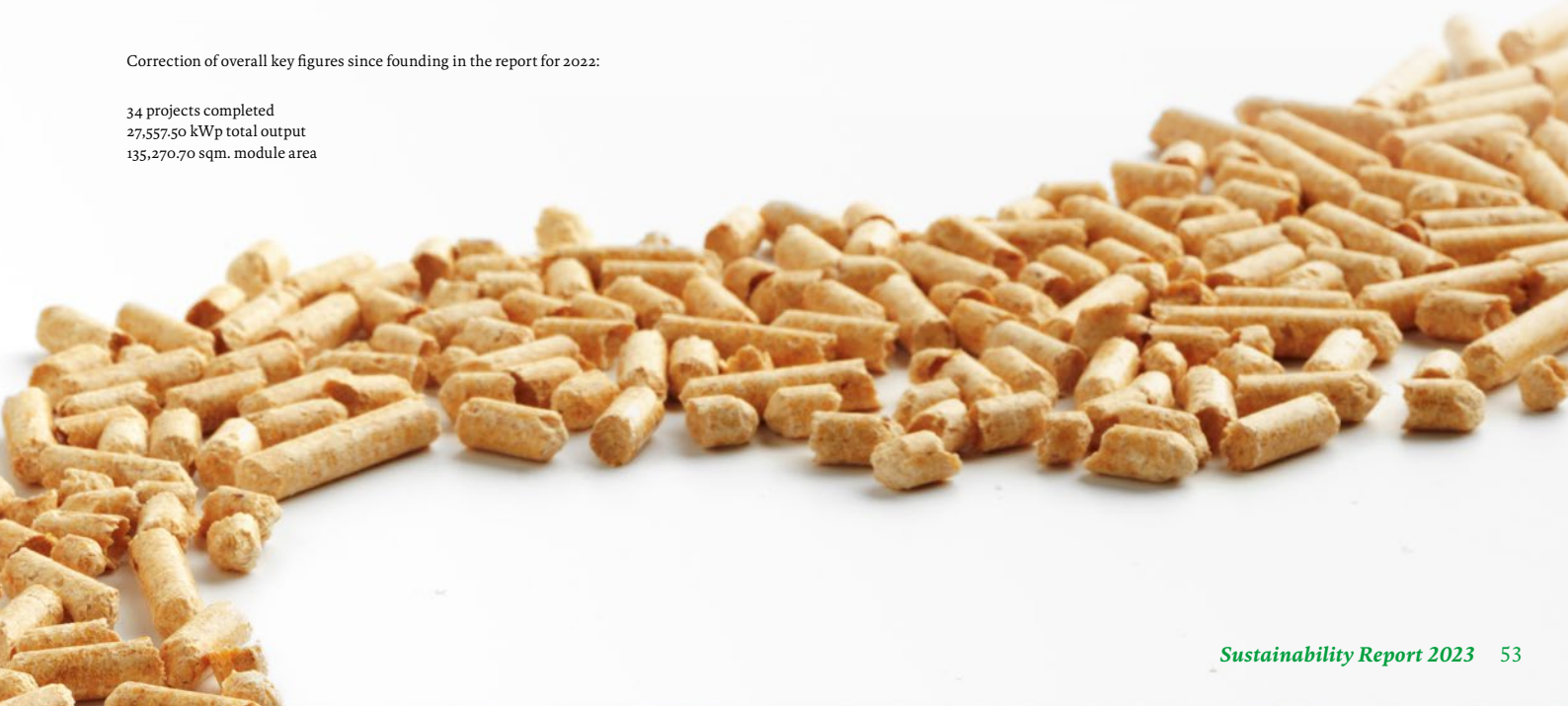


171,617.31

sqm. module area

Correction of overall key figures since founding in the report for 2022:

34 projects completed
27,557.50 kWp total output
135,270.70 sqm. module area





A profile of RWA Solar Solutions

When RWA Solar Solutions was founded in 2018, the first signs of a changing energy system were already visible, with everyone talking about photovoltaics in the commercial sector too. RWA spotted the signs of the time and reacted to the increasing demand for PV projects within the group and beyond. The use of the group's own roof surfaces was already under discussion.

2018/2019

- Founding of the “Solar Solutions” department in October 2018
- Testing and designing of various external project requests, as well as the RWA group's own roofs for suitability
- Development of business models for the installation and operation of PV systems
- Establishment of the cooperation with BayWa r.e. for the joint implementation of PV systems and electricity marketing, as well as for operational management
- In the first year, implementation of the initial projects was driven forwards with the support of Wärme Austria (RWA Traun)
- 950 kWp, RWA Korneuburg 750 kWp)

2020

- The team grows by 1.5 project managers in the second year
- Completion of the first projects at the locations of Lagerhaus cooperatives with the business model known as PV-Contracting A 330 kWp system for the Zwettl private brewery was also implemented. Installation of RWA Lannach with 850 kWp. Design of the first Agri-PV system in Pöchlarn. Design of the energy communities. Participation in eFriends. Participation in the first ÖBB tender.
- Assignment of a team: project development, product development, engineering

2021

- Year three witnessed the implementation of the first outdoor system in Pöchlarn.
- Intensive efforts for the development of business models for energy communities. Development of traction current PV systems and Agri-PV concepts. Implementation of further systems with a total output of 2.05 MWp.

2022

- Establishment of skills in engineering and Agri-PV
- First battery storage facility at Garant Pöchlarn installed with 400 kWh capacity
- Development of further Agri-PV projects, start of traction current projects
- Further projects with partners in various industries with a total output of 30 MWp

2023

- Establishment of skills in battery storage and development of new business models
- CEE project development started
- Development of PV carport solutions
- Projects with a total output of 26.5 MWp (October 2023)

Awards and nominations

2022

Green Marketing Award

Winner in the “be aware” category (concerns projects that raise awareness of important topics such as soil sealing, bee initiatives, Clean Cloth or energy saving. The goal of these marketing activities is to raise awareness of the problems among consumers, but also to find solutions. The category was presented for the first time in 2022 as part of the Green Marketing Award.)

2023

- *PV-Liga 2022*
Innovation prize for the Eco-Solar-Biotope in Pöchlarn
- *Energy Globe Lower Austria 2023*
Nomination in the Fire category with the Eco-Solar-Biotope Pöchlarn

From parking spaces to solar power plants

When sealed surfaces supply green energy

Generating solar power from photovoltaic systems is the core business of RWA Solar Solutions. The RWA subsidiary specialises in large-area photovoltaic systems for commercial and industrial customers, and offers meaningful concepts for the dual use of existing surfaces. PV systems are used both in agriculture and in car parks, which enables the areas to be transformed into solar power plants in addition to their original use.

Energy centres in the form of parking space canopies

48 parking spaces in front of the Raiffeisen-Lagerhaus in Bruck an der Leitha are being equipped with canopies covered with photovoltaic panels that will generate approx. 148 kWp. Apart from providing protection against heavy rain and providing shade for parked vehicles, sustainable solar energy will also be produced. Large-scale car park canopies are also under construction at other partners.

Sustainable electricity generation in harmony with nature

RWA Solar Solutions has been successfully testing the system of so-called agricultural photovoltaics on agricultural land since 2021. This system uses fields not only for agriculture, but also for energy generation – such as through high-mounted photovoltaic

A car park with 48 parking spaces supplies the same energy as

30

domestic systems.

systems. These systems protect the harvest in extreme weather such as hail, heavy downpours, frost or strong sunshine while simultaneously generating sustainable solar power.

RWA Solar Solutions carries out the installation and also looks after the day-to-day operations and marketing of the generated electricity. This all-round package is unique in the Austrian photovoltaic industry.



Various sustainability initiatives

Energy

Organic lubricant range

In creating its range of organic lubricants, RWA ensures that all applications are covered, from Home and Garden to professional use. Particular attention is paid to the use of renewable input materials as the basis for the products. Two different organic rapeseed chain oils currently exist in the range.



Further products in the planning stage

- a biodegradable, glycol-based chain oil
- a biodegradable, water-repellent EP (Extreme Pressure) grease
- for roller bearing and plain bearing applications, especially for use in agricultural and forestry applications, as well as in the construction industry and water management
- a PAO-based (polyalphaolefine) organic hydraulic oil that is noted for being extremely easy to replace in hydraulic systems without having to replace the seals, hoses or manifolds of mineral oil systems. This is a decisive advantage when carrying out replacements because, as when changing mineral oil, there is no need to worry about synthetic or natural esters.

Employees and society



HR strategy

As a modern and attractive employer with a wealth of perspectives, the goal of RWA Raiffeisen Ware Austria is to win and retain the best minds for the company. As a forward-looking and internationally committed group with a wide range of business fields, RWA offers many interesting job opportunities and creative possibilities.

The company also places great importance on the continuous further development of its employees and invests actively in training and development measures. Many other benefits and taking an appreciative approach as an important part of the corporate culture round off the image of RWA as an attractive employer.

Employees



The average headcount in the RWA group rose by

2.17 %

(65.5 employees)

Newcomers in the reporting include **FABU-Beteiligung** and **FABU-Massiv**, with a total of

13

employees for the period from March to December 2023.

Average number of employees

2023

3,089

employees

2022

3,023

employees

RWA AG and the domestic holdings recorded an increase of

+1.8 %

(41 employees).

The foreign holdings recorded an increase of

+3 %

(25 employees).

The headcount on the reporting date of 31/12/2023 compared with the reporting date of 31/12/2022 shows a decrease of

-1.14 %

(35 employees).

Employees at RWA AG in Austria:

average headcount rose by

+1.65 %

average age

42 years

ratio of women to men

38 % to 62 %

Average length of service

9.5 years



Values & leadership principles

RWA's corporate values and leadership principles have been jointly collected, discussed and formulated by employees and managers. They are taken directly from the organisation and form the mission statement. Under the claim "Values connect", they serve as internal signposts, give guidance and give important stimuli in everyday working life.



Solidarity

collaborative – respectful – reliable

Operating side by side, respecting one another and acting reliably – together, we achieve more.



Future Strength

experienced – courageous – innovative

We are experienced, courageous – innovatively shaping the rural regions of tomorrow.

Inclusion & diversity

RWA dedicated itself to the topic of “Women” in the year under review. The RWA-Girls’ Day was organised for the first time in 2023. 55 girls from 10 to 18 years of age took part in the one-day event and learned about the different business areas of RWA. The aim of the event was to give the girls insight into traditionally heavily male-dominated business areas and thus help increase the proportion of women in those areas. Within the scope of an association-wide network get-together, there was also an exchange with the organisers of the women’s network “Treffpunkt:Amalie”.



Diversity

regional – international – stable

We bring together a variety of people, regions and sectors - this breadth generates security and stability.



Rootedness

sustainable – committed – human

We think long-term and sustainable –we are closely committed to the rural population.

HR management

Employee appraisal

The employee appraisal is accorded special importance as one of the most important feedback mechanisms in the company. Opportunities for future development and promotion are discussed and joint targets set within the scope of structured conversations. Both employees and managers have their own guidelines to help them prepare for the appraisal. The mandatory appraisals take place once a year in the period from December to March and are logged in the RWA human resources management system. The current processes and underlying tool will be evaluated in 2024 and then adapted in 2025, if necessary.

Employee workshops

The group-wide employee survey held in 2022 gave rise to some important findings. These were addressed in workshops in 2023 and around 90 measures were derived, which are currently being implemented.

Digital systems

In 2023, RWA continued its efforts to further simplify and digitalise systems and processes in the area of human resources. These will result in faster and more professional procedures as well as greater transparency, which will benefit employees and managers in equal measure. A digital staff file has been newly established which gives superiors centralised access to all information such as employment contracts, pay, development measures, employee appraisals and application documents. A digital tool for creating certificates of employment was also introduced in the year under review. This enables a personalised evaluation of employees based on all tasks performed and other key attributes. Thanks to the new tool, certificates of employment can be prepared more quickly and professionally, which also enables us to express our appreciation to departing employees even better.



Training and development / support programmes

Educational programme for RWA employees

RWA places a lot of importance on competent, well-trained employees. The company actively promotes training and development measures and offers a programme to match.

Courses and training

RWA's "Online coursebook" contains a wide range of specialist courses, personality training and programmes for strengthening management and leadership skills. The offer ranges from training courses to e-learning seminars and extensive courses of study. Training is carried out both internally and in cooperation with the Raiffeisen Campus as an external educational partner.

Employees also have the possibility to complete training courses or coaching sessions outside the scope of RWA's training and development programme.

Future formats: Funkenflug and RWA future:skills

Since 2023, the RWA training programme has focused particularly on future and innovation topics. The internal innovation format "Funkenflug" of RWA's subsidiary, Argo Innovation Lab, taught 17 employees from various areas of the company about how to introduce and implement innovations in their own field. In a series of three-day workshops in the summer, the participants dealt intensively with innovative thought processes and creative working techniques and are now part of RWA's Innovation Ambassador network.

September saw the launch of the presentation series "RWA future:skills", which deals with global developments and trends. The format is open to all employees and sets important impulses for supporting an future-orientated corporate culture.

Talent and performance management

RWA endeavours to promote and retain committed, high-achieving employees in the company. This applies in particular to talented people who impress through above-average performance or outstanding professional competence. As part of the Talent Review in 2023, outstanding top performers at specialist and management level were identified in the individual areas of the company. These people had development opportunities and new prospects in the company explained to them, with the aim of strengthening their loyalty to RWA and increasing motivation. An analysis of high performers who will be leaving the company in the coming years due to their impending retirement was also carried out to initiate appropriate successor planning in good time.

Development measures at RWA management level

In addition to the extensive development programme for all employees, RWA pays special attention to the sustainable development of its managers. In the year under review, RWA took important steps in this area by launching various new initiatives.

Management formats:

Management impulses and peer coaching

The new training series "Management impulses" started in October. This format offers managers of all levels regular presentations on a variety of management topics, which are discussed afterwards in small groups. For divisional heads and managing directors, a workshop on the topic of organisational development was also held in 2023. Further topic-based workshops for the executive management level are planned for 2024.

The 360-degree feedback carried out in 2022 for managers delivered interesting findings for RWA. Among other things, they led to the establishment of what are called Peer Coaching sessions. These are intended to enable and deliberately advance collegial learning between the managers. This format was implemented for the first time in 2023 with the ambition to roll it out to other management levels in the future.

Development Centre for junior managers

Junior managers are promoted and supported in RWA with their own programmes, so that they can perform in their new function to the best of their ability. As part of the "Development Center", the potentials of the individual participants and their individual leadership and communication skills are analysed, following which, future development measures are defined. In 2023, the programme was successfully completed by 23 junior managers.

Training and networking programme of Raiffeisen-commodity network

Apart from internal target groups, the training and development programme of RWA is aimed especially at Lagerhaus cooperatives as central partner companies of Raiffeisen-commodity network.

Human resources management network get-together

In 2023, the human resources management network get-together was held again between HR representatives of RWA and Lagerhaus cooperatives from Burgenland, Lower Austria, Styria, Upper Austria, Carinthia and Vorarlberg. At the two meetings in June and October, the focus was on the services provided by the RWA human resources division for the Lagerhaus cooperatives and on the mutual exchange of current HR topics. The network event will be continued in 2024 and will include regular in-person and online get-togethers.

Course for Lagerhaus store managers

The course for Lagerhaus store managers prepares future Lagerhaus site managers for their role. Experts from Raiffeisen-commodity network and external trainers discuss a wide range of management topics with participants, such as general business administration, sales know-how, human resources management and leadership, as well as a basic knowledge of labour, cooperative, civil and administrative law. The programme was readapted at the beginning of the year after two successful runs. The new programme, which is open to participants from all Austrian provinces, started in autumn 2023. By summer 2024, a total of 70 (future) Lagerhaus store managers will have completed three courses.

Team Green

Team Green is a network of young Lagerhaus officers that is supported by RWA. The development and networking format established in 2017 currently has 91 members from various regions of Austria. The offer includes specialist lectures, training courses, excursions, specialist trips and network get-togethers for officers. The network was previously the responsibility of RWA Marketing but will be managed by RWA Human Resources from 2024. As a result of this, there are plans to focus even more strongly on the sustainable development and qualification of the participants in the future. In particular, the specialist know-how in the five Lagerhaus business segments (Agriculture, Technology, Energy, House and Garden and Building Materials) should also be strengthened.

Further networking activities and cooperations

In the context of employer branding, RWA counts on a strong company presence at relevant trade fairs, as well as cooperation in the area of education. In 2023, RWA presented itself at a total of eight trade fairs and events as an attractive employer:

- BOKU Job Day
- Career Calling
- Jobfair Austria
- Jobfair mission: SUCCESS of FH Wiener Neustadt
- Career fair FH BFI Wien
- Lagerhaus Feldtag
- Long Night of the Companies
- Recruiting Day HAK Korneuburg

RWA also maintains close cooperation with HAK Korneuburg also aside from the Recruiting Day. HAK pupils visited RWA in Korneuburg in May of the year under review to get an even better idea of the company. There are plans to continue and intensify the activities further in 2024.



Benefits for employees

RWA offers its employees an extensive package of corporate benefits. These include an on-site restaurant with a daily meal allowance, diverse healthcare measures, sports options, discounted parking or an allowance for a public transport ticket.

RWA public transport ticket

Since April 2023, RWA has offered all employees financial assistance in purchasing a public transport ticket. The company thus promotes the use of public transport to travel to work, and sends an important signal in the direction of sustainability and the promotion of mobility. Each employee who purchases a relevant annual ticket is supported with an annual contribution totalling 463 euros. Tickets purchased as early as the start of 2023 could also be submitted for the contribution.

Quality seal: Occupational Health Promotion

RWA's intensive efforts in the area of health promotion have benefited employees for many years. Both the area of administration and the Supervisory Board organise various health programmes and preventive measures such as vaccination campaigns or annual preventive medical check-ups on site. These efforts were recently honoured with the quality seal for "Company health management of the Austrian network for company health management" (ÖNBGF). This was awarded to RWA for the years 2024 to 2026.



Food support



Mobility

(public transport ticket, garage parking space, rental scooter, bicycle storage room)



Urban gardening



Massage



Fitness

e.g.: boot camp, Pilates, yoga, Back Fit, participation in running events



Childcare

in the summer holidays



Numerous works council activities

offers from company doctor: e.g. vaccination options, preventive medical check up, vision test

Occupational safety

The area of occupational safety at RWA AG is centrally managed by the administration. The number of occupational accidents subject to reporting in the RWA Group was 23 in 2023 (2022: 37). In the event of occupational accidents, the administration is contacted so that initial measures can be taken and the emergency services briefed as required. Following the first response, an accident report is filled out by the responsible manager. Together with the safety officer and the occupational physician, the site of the accident is inspected in order to put possible preventive measures in place, e.g. structural changes, additions to the briefing documents, etc.

Occupational physicians and safety officers are regularly on site at the locations to take care of various matters concerning ac-

cident prevention and health. The inspections are documented and any grievances eliminated with the involvement of the respective managers.

Fire safety officers go on regular inspection rounds to ensure that evacuation routes are clear and inform the managers about possible obstacles, so that employees do not come to any harm in an emergency.

Both the area of administration and the Supervisory Board organise various health programmes and preventive measures for all employees, such as vaccination drives and preventive medical check-ups on site.





Values connect us

Social responsibility

As one of the 50 largest companies in Austria, RWA Raiffeisen Ware Austria is aware of its social responsibility, which it fulfils in various ways:

The safe supply of the Austrian population with healthy food is a key value. RWA supports farmers throughout the production process with all necessary inputs, expertise and practical innovations. The dense network of silo locations and warehouses of RWA and the Lagerhaus cooperatives ensures sensible stockpiling, and maintains the health of the agricultural products. Through the well organised pool marketing, large customers in the food industry can depend on compliance with supply contracts including when times are difficult.

RWA sees itself as a pioneer of agricultural innovation in Austria. Through the subsidiary, AIL, it scours the world for new ideas and services for the agricultural sector. It works with start-ups and innovative companies, with universities and other research institutions and is integrated into a global network. The most important task is to identify reasonable, sustainable approaches and products early on and to prepare them for practical use in Austria.

As the umbrella organisation of the Lagerhaus cooperatives, RWA supports their economic success and thus makes an important contribution to making rural areas attractive and keeping them that way. The cooperatives are owned by the regional farmers. With the respective resources, they manage their home region, know its needs and purposeful-

ly invest profits back into the region. As important employers and purchasers, they are reliable partners to the regional economy. With their local sites and broad offering, they contribute to the quality of life in rural areas.

To strengthen awareness of the social dimension of social responsibility, RWA launched the initiative “Do good 30 times” to mark its 30th anniversary: in the course of 2023, employees from all areas of the company and national organisations supported 30 different projects and aid organisations from Kornuburg to Romania. A number of initiatives will be continued. A sign of solidarity with and commitment to society.

The concept of solidarity is a key pillar of the cooperative idea, which RWA feels most closely connected to. It thus also makes a contribution to democratic politics. Because cooperatives stand for participation. They are a community of owners, in which each member has a seat and a voice, can take part in decisions and shape its environment, and also take responsibility. Cooperatives are not about making a quick profit, but about making decisions carefully and for the long term. They are adaptable, crisis-resistant and therefore also well set up for the challenges of the day.

Legal notice

Owner, publisher and editor

RWA Raiffeisen Ware Austria AG
2100 Korneuburg, Raiffeisenstraße 1
telephone: +43 (0) 2262/755 50-0
mail: office@rwa.at
rwa.at

Editorial team and concept

RWA communication department |
Dr. Monika Voglgruber
Dr. Stefan Galoppi
RWA Sustainability | Mag. Bernhard Riepl

Concept and design

RWA graphics & design

Photos

Karl Schrotter, Imre Antal, Robert Gebauer
Patricia Weisskirchner, Romana Fürnkranz,
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