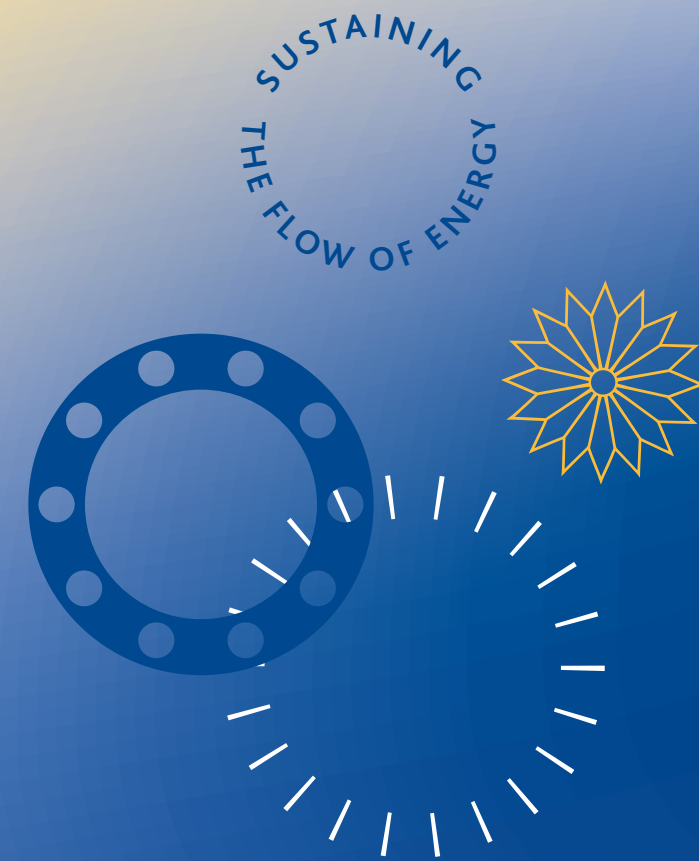


Sustaining the Flow of Energy

SUSTAINABILITY REPORT 2025



For us, “Sustaining the Flow of Energy” means infinitely more than maintaining business operations. It means directing the flow of our present towards a better future, and connecting nations, communities and individuals to it. It means harnessing existing potential and creating new opportunities. Not just for TAG – but for all of us.



General

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Harnessing the present, shaping the future



TAG GmbH Board of Directors Dott. Ing. Daniele Gamba & Mag. Isabella Pichler-Olearczyk.

“
*We feel fully confident
 facing the next decades and
 harnessing all changes and
 challenges they may bring.*
 ”



Dear Stakeholders,

We are very proud to present our very first, publicly available sustainability report. These pages are going to demonstrate our commitment to sustainability and transparency because we strongly believe in the potential of sustainable energy development and our direct contribution to it.

In 2024, we celebrated our 50th anniversary as a company, highlighting the long-term importance of our infrastructure. In 2025, we experienced significant growth, strengthening our position with nearly 200 employees and an increasingly diverse, professional team. This expanded expertise allowed our company to focus effectively on its two central priorities: ensuring security of supply and supporting the ongoing energy transition towards sustainable sources. Throughout this year, TAG successfully completed numerous projects that reinforced system reliability for Austria and its neighboring countries while preparing the infrastructure for future energy needs.

TAG made considerable progress in energy transition initiatives, especially those related to hydrogen. Together with our partners, we advanced the SouthH2 Corridor, introduced an internal hydrogen development program, and reaffirmed the H₂ Readiness Project on the EU's Projects of Common Interest list. The feasibility study received CEF Energy funding, with further applications submitted. With this, TAG strengthened its presence in European networks and industry associations.

2025 was also a year of internal modernization and process renewal. We initiated a new asset management system, digitized the documentation, and further enhanced and institutionalized ESG management and sustainability reporting.

We also made improvements in financial and corporate risk management, and introduced a tax control system. Employee engagement flourished through initiatives promoting health, teamwork, participation in major sporting events and environmental responsibility.

Considering all these measures, we feel well-positioned to handle future external pressures stemming from geopolitical and economic developments, including declining transit flows and rising scrutiny of energy costs and grid tariffs. These conditions demand continued cost discipline and process efficiency. Nevertheless, we are confident in our ability to meet these challenges collaboratively. With the collective expertise and motivation of our employees, we feel fully confident facing the next decades and harnessing all changes and challenges they may bring.

Special thanks to our departing Managing Director, Mag. Brigitte Straka-Lang, for her outstanding leadership, through which ESG was elevated to a strategic priority and firmly anchored as a driver of long-term value creation. Her vision and commitment ensured that sustainability became embedded in our core business and effectively institutionalized across the organization. TAG will proudly continue this course.

With warm regards,
Dott. Ing. Daniele Gamba
Mag. Isabella Pichler-Olearczyk

Board of Directors
 8 July 2026

Sustaining Tomorrow

For TAG, environmental responsibility is a fundamental component of our business strategy and long-term value creation. As a responsible corporate citizen, we are committed to maintaining the highest standards of safety and reducing our environmental footprint – while also supporting the transition toward a more sustainable energy future.



84% reduction in methane emissions

16.4 kt of direct carbon emission – 95% reduction compared to baseline
0 t CO₂ of indirect carbon emissions
0.21 kg CO₂ / EUR GHG intensity

Sustaining Solidarity

Employees are at the heart of every successful company. Their expertise, commitment, and everyday efforts drive innovation, strengthen communities, and shape the culture of our company. By securing the well-being, development, and safety of our workforce, we not only help create a more resilient and motivated team, but also lay the foundation for our sustainable long-term success.

197 Employees

8.24% workforce increase in 2025



99% covered by collective bargaining agreement



-0.73% gender paygap (towards women)



0.44 female-to-male ratio in management

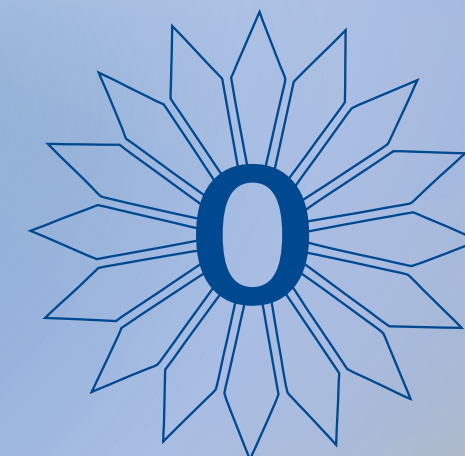
14.9 Million EUR of total tax contributions

412,345 EUR of contributions to landowners

103,553 EUR of community investments

Sustaining Trust

At TAG, we believe that trust is earned through responsibility and accountability. When we act transparently, take ownership of our decisions, and uphold our high ethical standards, we maintain the confidence in our company among employees, customers, partners, and communities.



0 compliance incidents & related fines



0 harmful cyber security incidents

0 physical security incidents

0 fatalities

0 accidents

97% of employees trained in physical & cyber security



1:1 gender ratio in Board of Directors



>99.9% of network availability

About this report

According to the recent EU and local legal requirements (and due to its size, namely number of employees and net revenue), TAG GmbH (hereinafter referred to as TAG) is not obliged to report on any mandatory sustainability reporting standards (e.g. ESRS). Despite this, its management is committed to sustainability and transparency. It voluntarily reports its efforts and achievements to enhance its contribution to sustainability and continuously improve stakeholder engagement.

This is the first publicly available ESG/sustainability report of TAG. This report has been prepared individually and separately from the financial report, in accordance with **EFRAG VSME's Basic and Comprehensive Modules**. It includes relevant data and information pertaining to environmental, social, and governance (ESG) aspects for the reporting period of 1 January 2025 to 31 December 2025. TAG has decided to add further topics and KPIs to the relevant VSME disclosure reporting requirements. This will make the ESG report more tailored to the energy/gas transport sector and TAG's special activities.

TAG is owned by the Italian company **Snam S.p.A.** (84.47% company share) and the Austrian company **Gas Connect Austria GmbH** (GCA, 15.53% company share). These two companies have joint control according to the governance mechanisms set by the articles of association and the statutory agreements among shareholders.

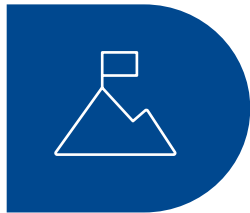
The scope of the report includes TAG only. TAG does not have any subsidiaries or joint ventures and is a private limited liability company according to Austrian law.

All data presented in this report has been collected from internal operational systems and consolidated using established reporting processes. Internal reviews, management controls and externally verified management systems have been applied to support accuracy and consistency. Information has not been subject to external assurance at the moment.

No specific pieces of information corresponding to intellectual property, know-how, or the results of innovation have been omitted for the purpose of sustainability reporting. TAG has not applied any exemptions from disclosure of impending developments or matters in course of negotiation.

Further technical details about TAG and the report are available in the annex.

TAG's business model & sustainability initiatives



Our mission

TAG is an essential infrastructure operator that ensures reliable and efficient energy access across Austria and the neighboring countries.



Our vision

We support the flow of energy by connecting markets for a brighter future.

Our values



Respect

We demand respect from ourselves and our counterparts. Appreciative cooperation builds the trust needed to create long-term partnerships.



Responsibility

We take responsibility for ourselves and our environment. We act sustainably and reliably to protect the health of all parties involved and to guarantee the secure operation of our facilities.



Competence

We work professionally and with dedication. We invest continuously in our know-how to ensure the quality and availability of our services for our customers.

Business model & value chain

The Austrian long-distance high-pressure gas transportation system is made up of two transmission system operators (TAG GmbH and Gas Connect Austria GmbH) and two major existing transit pipeline systems (i.e. Trans-Austria-Gasleitung, also known as the **TAG Pipeline System**, and West-Austria-Gasleitung). Additionally, the SOL pipeline of Gas Connect Austria GmbH is connected to the TAG Pipeline System in Weitendorf.

Headquartered in Vienna, TAG is the largest gas transmission system operator (TSO) in Austria and the owner of the TAG pipeline system. As a TSO, TAG is certified by the national regulatory authority E-Control according to the Austrian Natural Gas Act (Gaswirtschaftsgesetz, GWG). TAG is responsible for concluding transportation contracts for natural gas, as well as the construction, expansion and operation of its transportation systems. It is also responsible for the conclusion of transportation contracts and related activities.

TAG owns, operates and maintains a **network of over 1,140 km high-pressure natural gas pipelines** ("TAG Pipeline System") across Austria. These pipelines stretch from the Austrian Slovakian border near Baumgarten an der March to the Austrian Italian border near Arnoldstein.

The TAG Pipeline System consists of the following infrastructure:

- three lines of 380 km each,
- five compressor stations,
- one waste heat recovery unit,
- two cross border metering stations (connected with Eustream at Interconnection Point Slovakia/Austria and with Snam Rete Gas (SRG) at Interconnection Point Austria/Italy),
- and auxiliary equipment.

Slovenia is also supplied via the connection between the SOL pipeline ("Süd-Ost-Leitung", part of GCA infrastructure) and the TAG Pipeline System. It is the largest gas transmission system in Austria, supplying industrial and domestic customers in Austria and neighboring countries.

Therefore, TAG is responsible for one of the most strategic pipeline networks in Europe, particularly from the perspectives of Austria and Italy. The network plays a crucial role as an interconnector, facilitating seamless transmission in both east-west and south-north directions. In the future, the SouthH2 Corridor is set to become a key player in the transportation of green hydrogen, contributing to a transition towards sustainable energy.

On the next page, a simplified overview of the TAG Pipeline System represents its course throughout Austria.



Figure 1: Overview of the TAG Pipeline System.

Business relationships

Gas grid development is guided by a coordinated network development plan. The market area and distribution area manager, Austrian Gas Grid Management AG (AGGM), coordinates this plan based on TSO market surveys. This ensures there is sufficient transmission capacity without congestion, including under stress scenarios. E-Control (Energie-Control Austria für die Regulierung der Elektrizitäts- und Erdgaswirtschaft; Regulatory Authority for Electricity and Natural Gas) approves transmission access terms and oversees Austrian gas market liberalization.

TAG manages the technical and operational aspects of the pipeline, markets transport capacity, collects fees, and defines capital expenditure for maintenance and upgrades. Shippers use this capacity by paying regulated transportation fees. TAG operates under a regulated framework where transport revenues are determined under the cost methodology of §82 GWG 2011, and entry and exit tariffs are approved by E-Control using the Reference Price Methodology under Regulation (EU) 2017/460. TAG's General Terms and Conditions, approved by E-Control, take precedence over capacity contracts in the event of a conflict.

Under Regulation (EU) 2017/459 (CAM NC), TSOs must auction bundled capacity at interconnection points via an auction platform: up to 80–90% of technical capacity is offered as annual products (maximum 15 years), with the remainder allocated to shorter-term products, including quarterly, monthly, daily, and within-day capacities.

These rules have been implemented via the PRISMA platform since November 2015. Since October 2022, TAG uses an extended PRISMA version, covering contract, measurement, billing, and financial security management.

TAG **exclusively operates in the domain of natural gas transmission** as a certified Independent Transmission Operator under GWG 2011. This means that TAG is legally unbundled from production, storage, distribution, or trading activities, except for limited resale of surplus gas used for operations.

The year 2025 marked the start of the fifth regulatory period (2025–2027), which introduced a regulatory account, abolished volume risk, and implemented annual revenue true-ups. These measures ensured economic stability and competitive tariffs. Capacity- and volume-based fees were reintroduced, with energy costs covered exclusively by volume-based fees. The regulatory asset base was shifted from replacement to book values with compensation mechanisms, and the weighted average cost of capital applies at 4.37% for existing and 6.41% for new investments (pre-tax).

Allowed costs, revenues, and tariffs for 2025 and 2026 were set by E-Control decisions in May 2024 and April/May 2025, respectively, through amendments to the Gas System Usage Charges Ordinance (GSNE-VO 2013).

“
There is sufficient transmission capacity without congestion, including under stress scenarios.
”

Business development in 2025

In the regulated gas market, TAG solidified its standing as a key European gas carrier in 2025, bolstered by its strategic geographical positioning. Austrian natural gas demand increased by 8.8%, showing still the relevance of the natural gas in the energy mix in Austria.

After the end of Russian gas transit via Ukraine in January 2025, the **European gas system was significantly reshaped**. The reverse flow from Italy to Austria is technically feasible and already existed before the crisis. It is now even more important than before, not only for the Austrian market but also for neighbouring countries. However, the capacity of the reverse flow remains significantly lower compared to the capacity in the opposite direction. At the same time, the main import route into Austria has shifted westward, via Germany, with gas supplied from Norway and LNG terminals in Northern Europe, driven by higher competitiveness.

Starting in 2025, all nominations at the Baumgarten entry point were canceled due to the end of the Russia–Ukraine transit contract, resulting in the interruption of physical flows. This led to a 12% year-on-year decrease in average capacity utilization at the Arnoldstein exit point. However, higher bookings occurred in August and September. In contrast, utilization at the Arnoldstein entry point surged by 18.2%, with peak demand occurring in March, April, and October, and bookings reaching up to 90% of technical capacity on certain days.



Related sustainability initiatives

The European Union is advancing toward climate neutrality by 2050 under the European Green Deal, with a 55% greenhouse gas reduction target by 2030 and a strong focus on renewable energy, hydrogen, and integrated energy systems. Recent adjustments include postponing the ETS2 for buildings and road transport to 2028, recalibrating the Social Climate Fund, and advancing the Carbon Border Adjustment Mechanism toward full implementation. The revised TEN-E Regulation prioritizes cross-border infrastructure supporting decarbonization, renewables, and future hydrogen transport.

In line with these goals, Austria aims to achieve **100% renewable electricity by 2030** and climate neutrality by 2040. This initiative is supported by the Renewable Expansion Act (EAG), which promotes renewable energy production, grid modernization, innovation, and power-to-gas technologies. At the EU level, strategies for hydrogen and energy system integration position **clean hydrogen as a key solution for decarbonization**, supported by regulatory reforms that enable EU-wide hydrogen markets and the repurposing of infrastructure.

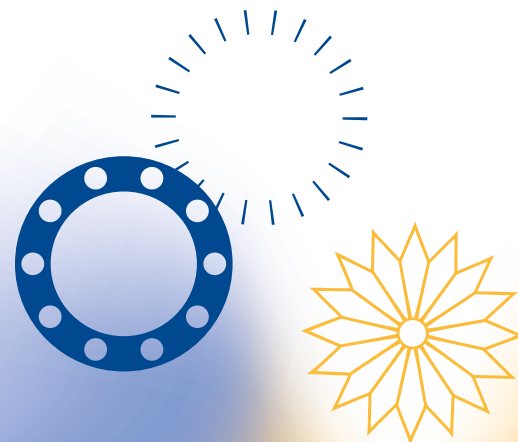
In response, the Management Board of TAG introduced a structured, regularly updated strategy process focused on two main objectives: ensuring long-term financial and operational sustainability over a ten-year horizon, and strengthening internal competencies and TAG's positioning in the energy market. The overarching goal is to support the energy transition over the next few decades by optimizing investments and launching initiatives that reduce emissions and improve energy efficiency.

The strategy follows a combined top-down and bottom-up approach: management defines medium- and long-term targets, and departments contribute future-oriented measures. Aligned with the EU's energy policy principles of security of supply, competition, and sustainability, the current strategy has led to a revised mission and vision focused on sustainable energy and forward-looking gas transportation.

Thus, **seven strategic streams** have been defined:

- revenue sustainability,
- customer and supplier services,
- system reliability,
- cost efficiency and sustainability,
- competence and identity,
- stakeholder management and business transformation,
- and environmental sustainability.

Their implementation is detailed in TAG's transition plan, combining efficient, low-emission gas transport with the gradual repurposing of infrastructure for hydrogen and low-carbon gases.



Compressor station and waste heat recovery unit in Weitendorf.

ESG governance

Since TAG has always been committed to sustainability, it has a long history with ESG and related governance. In preparation for the CSRD, ESRS, and EU Taxonomy requirements, a **robust, multi-functional project organization and a steering committee were established in 2022**. These organizations mainly focused on the reporting process and meeting related requirements. These efforts laid the groundwork for the formal institutionalization of an ESG management function and a company-wide governance structure with clear roles and responsibilities, which was implemented in September 2025.

The ESG Committee consists of the Board of Directors and all department heads. This composition ensures that ESG topics are regularly discussed at the highest level of decision-making at least quarterly and that the **ESG agenda is driven from the top**. The Supervisory Board also receives regular reports on ESG topics from the ESG Committee and the ESG management.

The ESG Management ensures cross-functional coordination and actively supports and collaborates with all company departments. It is also proactively informed and involved in all ESG matters across the organization. Departments lead ESG topics and implementation with support from a reporting line to ESG Management, which is fully integrated within the HSSEQ department.

The ESG Management is also responsible for preparing decision proposals and executing the strategic decisions of the ESG Committee. Its activities are organized into three workstreams (environmental, social, and governance) and a topic owner model. These activities involve around 50 internal stakeholders and subject matter experts across all relevant ESG topics.



ESG Manager István Szabó

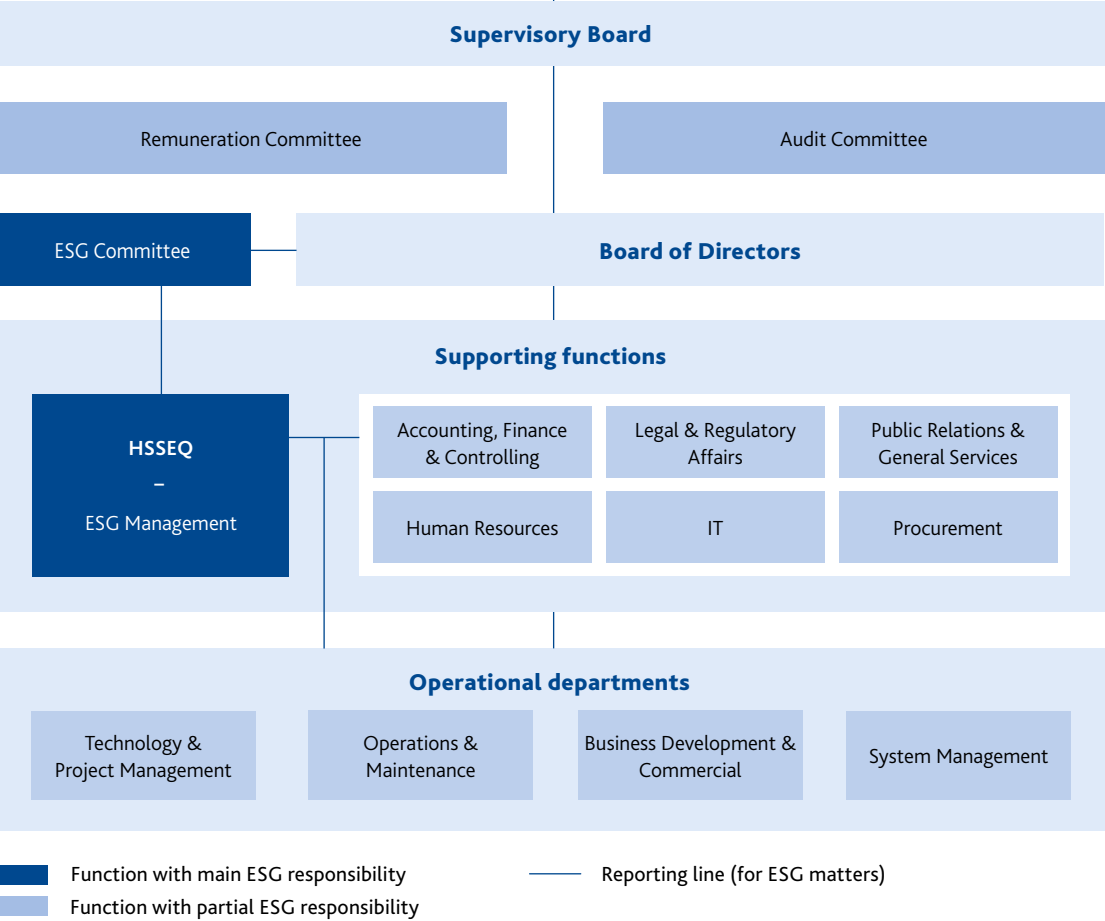


Figure 2: Hierarchical structure of the ESG governance structure at TAG.

Practices, policies & future initiatives for a more sustainable economy

Since TAG is highly committed to sustainability and prefers a comprehensive approach to it, most sustainability topics have already been covered with related policies. TAG has already defined principles, policies, and key actions, as well as related responsibilities. In the coming years, the definition of specific targets and their subsequent public availability will become the focus for further improvement.

	Are there existing practices / policies / future initiatives?	Are they publicly available?	Are there specific targets?
Climate change	✓	–	✓
Pollution	✓	–	✓
Water	✓	–	✓
Biodiversity & ecosystems	✓	–	✓
Circular economy	✓	–	✓
TAG workforce	✓	–	✓
Workers in the value chain	✓	–	✓
Affected communities	✓	–	–
Consumers & end-users	–	–	–
Business conduct	✓	✓	✓
Physical security	✓	–	✓
Cyber security	✓	–	✓

Table 1: Overview of sustainability issues and TAG's practices / policies / future initiatives.

	Relevant policies, actions & future initiatives		Relevant targets	Accountable for implementation
Climate change	Policies • HSSE Policy & Golden Rules • IMS009_Energy Management Policy • VA011_CO₂ monitoring at TAG compressor stations	Actions • LDAR campaign • Pigging campaign • NOXER II Project • Use of waste heat • H₂ Readiness of the TAG Pipeline System Project • Biomethane & CO₂ transport development	• Reduction of 70% for CO₂ (Scope 1) by 2030 • Net Zero for CO₂ (Scope 1) by 2040 • Reduction of 50% for CH₄ by 2025 • Reduction of 70% for CH₄ by 2030	• Head of HSSEQ • Management Board
Pollution	Policies • VA045_Compliance with air emission limits • Policy related to environmental incidents (water & soil)	Actions • Continuous emission measurement • Regular maintenance • NOXER II Project • Double walled tanks with leak monitoring • Regular testing of groundwater via permanent underground probes • Technical measures during projects such as cascading & testing of groundwater pumped out of construction ditches	• Minimizing pollution • Compliance with legal regulations • No fines	• Head of HSSEQ
Water	Policies • HSSE Policy & Golden Rules & related management systems (ISO14001) • DIR012_HSE Incident Management	Actions • Water inspection every five years	• Minimizing pollution • Compliance with legal regulations • No fines	• Head of HSSEQ

	Relevant policies, actions & future initiatives		Relevant targets	Accountable for implementation
Biodiversity & ecosystems	Policies • HSSE Policy & Golden Rules	Actions • Wildflower meadow initiative in Eggendorf • Minimizing light pollution on sites • Revegetation & mating seasons considered in projects	• Minimizing negative impacts on biodiversity	• Head of HSSEQ
Circular economy	Policies • DOK021_Waste Management Concept	Actions • Selective waste collection on sites & in the HQ • Waste managed by authorized companies • Collaboration with AfB on IT equipment	• Minimizing negative impacts • Maximizing recycling & recovery potential	• Head of HSSEQ
TAG's workforce	Policies • Code of Ethics • Collective agreement & related decisions • Planning cycle, budgeting & forecasting • DIR14_Acquisition and Maintenance of Competences • VA-HR-04_Regulations regarding work time • VA-HR-05_Business trips • HSSE Policy		• Lost Time Injury Rate < 2 • Action Item Response Rate in the field of health & safety > 95%	• Head of Human Resources • Head of HSSEQ
Workers in the value chain	Policies • Code of Ethics • HSSE Policy • DOK-HSEQ-03_Safety Regulations for Contractors • DOK014_Guidelines for working safely in the close proximity of natural gas pipeline systems	Actions • Joint ongoing audits & incident investigations on TAG's sites • On-site trainings	• Lost Time Injury Rate < 2	• Head of HSSEQ • Head of Legal & Regulatory Affairs • Head of Procurement
Affected communities	Policies • VA017_Stakeholder Management		• N/A	• Head of Public Relations & General Services
Business conduct	Policies • Code of Ethics	Actions • Code of Ethics training every two years	• 0 incidents • 100% of employees trained in ethics / compliance	• Head of Legal & Regulatory Affairs
Physical security	Policies • HSSE Policy • DIR021_Security Directive • DIR023_Security at the Workplace • DIR028_Access control at Headquarters • DIR029_Access control at Stations • VA044_Access systems along TAG pipeline	Actions • Business continuity plan • Emergency plan • Physical security programs & controls • ARGUS Project roll-out • Security training • Security-related reporting channels	• 0 incidents • 100% of employees trained in physical security	• Head of HSSEQ
Cyber security	Policies • HSSE Policy • DIR021_Security Directive • DIR023_Security at the Workplace • IMS004_HSSE Opportunities & Risks	Actions • ISMS implemented & certified (ISO 27001) • Security organization established (roles & committees) • Compliance with NISG guidelines • Segregation IT/OT with secure remote access	• 0 incidents • ≥ 90% of employees trained in cyber security	• Head of HSSEQ

Table 2: Detailed overview of TAG's existing sustainability practices / policies / future initiatives.



TAG employees at work at the compressor station.

In previous years, TAG obtained the **ISO 45001:2018 certification for Occupational Health and Safety**, as well as the **ISO 14001:2015 certification for Environmental Management Systems**. These management systems were confirmed in recertification audits by TÜV Süd in 2025. In addition, TAG has been certified according to **ISO 50001:2018 Energy Management Systems** and **ISO 27001:2022 for Information Security Management Systems** for the first time.

In addition to these certifications, TAG was awarded the **Gold Standard on methane emission reporting** in 2025 (for the fifth consecutive year since TAG joined the Oil & Gas Methane Partnership, an initiative by the UN Environmental Programme). TAG has been actively contributing to this initiative in recent years, together with other international companies in the industry.



“The future of energy can only be shaped where innovation and expertise meet environmental awareness and responsible action.”

Martin Lechner, Head of HSSEQ



Climate risks & assessment

In 2025, TAG conducted a comprehensive climate risk assessment, including physical and transition risks as well as climate-related opportunities. Physical risks were assessed across operations, assets, and supply chains using IPCC-based scenarios. Transition risks were thoroughly analyzed in terms of EU climate policy, taxonomy alignment, and Paris Agreement objectives, while significant opportunities were identified in renewable energy sourcing, efficiency improvements, and sustainable products and services.

Scenario analysis was applied to **short-, medium-, and long-term horizons** (2030, 2040, and 2050). For physical risks, the worst case **SSP5-8.5** (4.4°C) scenario was used, with reference to current-policy trajectories consistent with SSP2-4.5. For transition risks, the **SSP1-1.9** (1.5°C) scenario was applied. Quantitative and qualitative indicators included Scope 1, 2, and relevant Scope 3 emissions, energy use, and exposure to carbon intensive activities, as well as potential financial impacts on revenues, costs, asset values, and financing conditions.

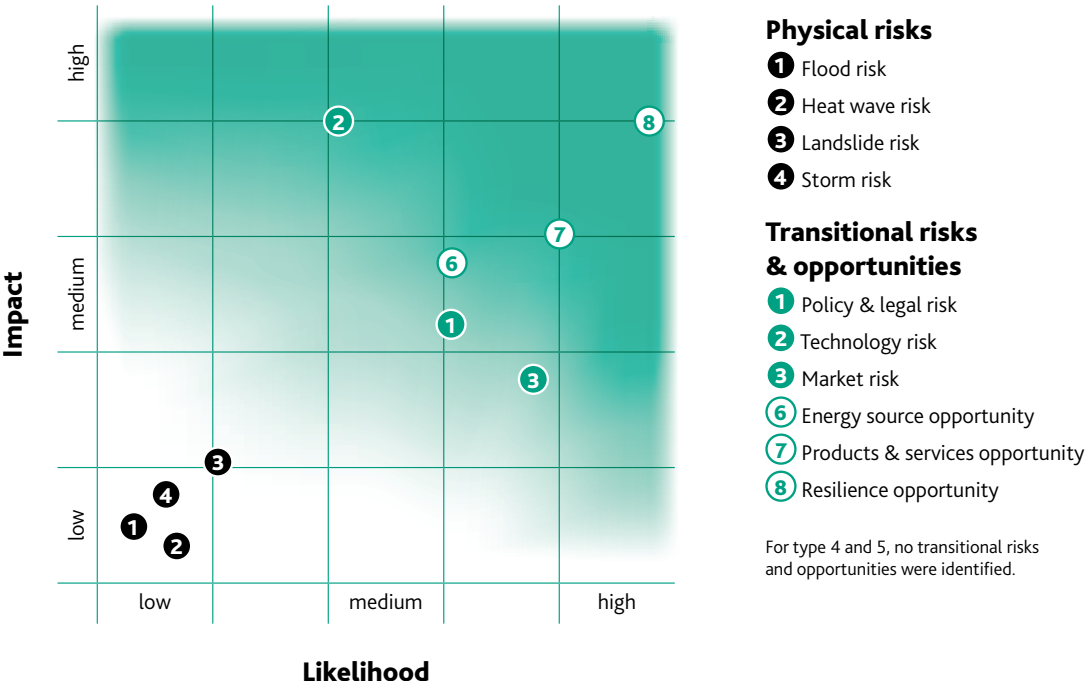


Figure 3: TAG's climate risk assessment matrix.

The results show that TAG is more exposed to transition risks than physical risks. Physical climate risks are considered low and can be largely mitigated through standard adaptation measures and insurance. Key transition risks are related to policies, laws, and technology, including rising greenhouse gas (GHG) pricing, asset impairments, early asset retirement, and high hydrogen infrastructure investment costs. These costs could increase network tariffs beyond what customers are willing to pay. There are major opportunities in energy sources, products, services, and resilience. TAG is well positioned to transport hydrogen, benefit from favorable financing, and generate future revenue from transporting

hydrogen and other low-carbon gases. Further details are provided in "Transition Plan for Climate Change Mitigation" (see p. 30).

Climate risks are integrated into **TAG's enterprise risk management system**, using the same impact and likelihood categories as corporate risk management. This ensures consistency and integration into shorter-term planning cycles. The Board of Directors provides oversight, supported by ESG committees, and the results feed into strategy, investment decisions, and sustainability reporting. Under VSME, disclosures focus on material risks, mitigation measures, and alignment with EU climate benchmarks.

Energy consumption

In 2025, TAG's total energy consumption for its own operations was **37,764 MWh**, which was a 75% decrease from 2024. Of this total, 22,803 MWh came from non-renewable fossil sources (a 77% decrease from the previous year), and 14,672 MWh came from purchased electricity (a 71% decrease from 2024). The high energy consumption in 2024 was primarily due to increased gas transport volumes, driven by market recovery and reverse transport from Germany to Italy.

In 2025, transported gas volumes declined by 64%. Reverse flow from south to north increased, accounting for 63.6% of total transported volumes (compared to 1.6% in 2024). This flow direction requires less energy due to favorable geographical and topographical conditions.

The lower volumes also enabled the use of more electro-compressors, which accounted for 73% of compressor operating hours. This resulted in higher relative electricity use but lower direct emissions.

Fossil fuel consumption is almost entirely attributable to natural gas used in compressor stations, reflecting TAG's core activity in a high climate impact sector. Diesel consumption accounts for only around 0.1% of total energy use and is limited to emergency power supplies.

In addition to its energy consumption, **TAG produced 195.70 MWh of non-renewable energy** from waste heat recovery at the Weitendorf compressor station, as well as **92.95 MWh of renewable electricity** from photovoltaic plants at the Ruden compressor station.

	2023			2024			2025		
	Renewable energy consumption (MWh)	Non-renewable energy consumption (MWh)	Total energy consumption (MWh)	Renewable energy consumption (MWh)	Non-renewable energy consumption (MWh)	Total energy consumption (MWh)	Renewable energy consumption (MWh)	Non-renewable energy consumption (MWh)	Total energy consumption (MWh)
Electricity (as reflected in utility billings)	0	34,155.51	34,155.52	0	50,174.13	50,174.13	0	14,672.70	14,672.70
Self-generated electricity	55.31 ¹	430.53	485.84	55.31 ²	232.91	288.22	92.95	195.70	288.65
Fuels	0	45,190.80	45,190.80	0	100,890.13	100,890.13	0	22,803.27	22,803.27
TOTAL	55.31	79,776.84	79,832.16	55.31	151,297.17	151,352.48	92.95	37,671.67	37,764.62

Table 3: TAG's energy consumption from 2023 to 2025.

^{1,2} Only estimated values are available until the end of 2024.

Greenhouse gas emissions

Transportation volume dropped significantly in 2023 compared to previous years. Therefore, a relatively significant increase in volume was recorded in 2024, though it remains far below pre-2022 levels. In 2025, transport volume dropped by 64%, while total (market-based) greenhouse gas (GHG) emissions dropped by 40% again.

Scope 1

The significant decrease in Scope 1 emissions compared to 2024 is **due to the successful methane reduction initiatives, the reduced transport volume and preference for ElCos over TuCos.**

The percentage of Scope 1 GHG emissions covered by regulated emission trading schemes corresponds to 28% of the CO₂ emissions produced directly by gas compressors, gas heating and drying systems, and emergency power generation installed in the compressor stations in Baumgarten, Eggendorf, Grafendorf, Weitendorf, and Ruden. All CO₂ and methane (CH₄) emissions related to Scope 1 GHG emissions originate from operations related to the TAG transport system, particularly from compressors (for CO₂) and pipelines (for methane).

As of 31 December 2025, TAG possessed a total of **351,426 t of CO₂ emission certificates**, of which 50,240 t were free and 301,186 t were purchased, resulting in closing values at the end of the year of 4,250,340.15 EUR and 21,479,113.58 EUR, respectively. Entities may retain, trade, or bank unused EU allowances (EUAs) within this framework because the system permits the carryover of surplus credits into subsequent years and allocation periods. This ensures market continuity and supports long-term decarbonization planning. TAG is thus enabled to offset future emissions in accordance with its medium-term plan and utilize potential income from trading to fund energy efficiency or other carbon reduction initiatives.

Scope 2

Gross, location-based, Scope 2 GHG emissions are derived from the consumption and purchase of electricity.

No gross market-based Scope 2 GHG emissions were identified in 2025, 2024, or 2023 due to the total electricity consumption being covered by Ökostrom green certificates, also known as Guarantees of Origin, according to EU-RL 2018/28/EG (with an emission factor of 0).

In 2025, TAG prepared for the move of its headquarters to the myhive Wienerberg building. Thanks to this new BREEAM-certified office building, TAG will be able to reduce its energy consumption and related emissions at its headquarters from 2026 onwards.

In 2025, TAG partnered with Enilive to power its fleet with HVolution, a pure biofuel made from 100% renewable materials that supports sustainable mobility and decarbonization in transportation.

Scope 3

Scope 3 GHG emissions have been calculated yearly since 2024, with the first calculations for 2023 and 2024. CAPEX and OPEX-related categories are based on actual spending. TAG is committed to collecting more accurate data, and actions have been identified to achieve this goal in the coming years. For the year 2025, the data and calculations were verified by an external auditor.

GHG intensity

The scope 1 and 2 related GHG emission intensity (market-based) amounted to 0.00009 t CO₂/EUR in 2025.

Scope 1, 2, and 3 related GHG emission intensity (market-based) stood at 0.00021 t CO₂/EUR in 2025. Both are in line with the leading European benchmark ranges.

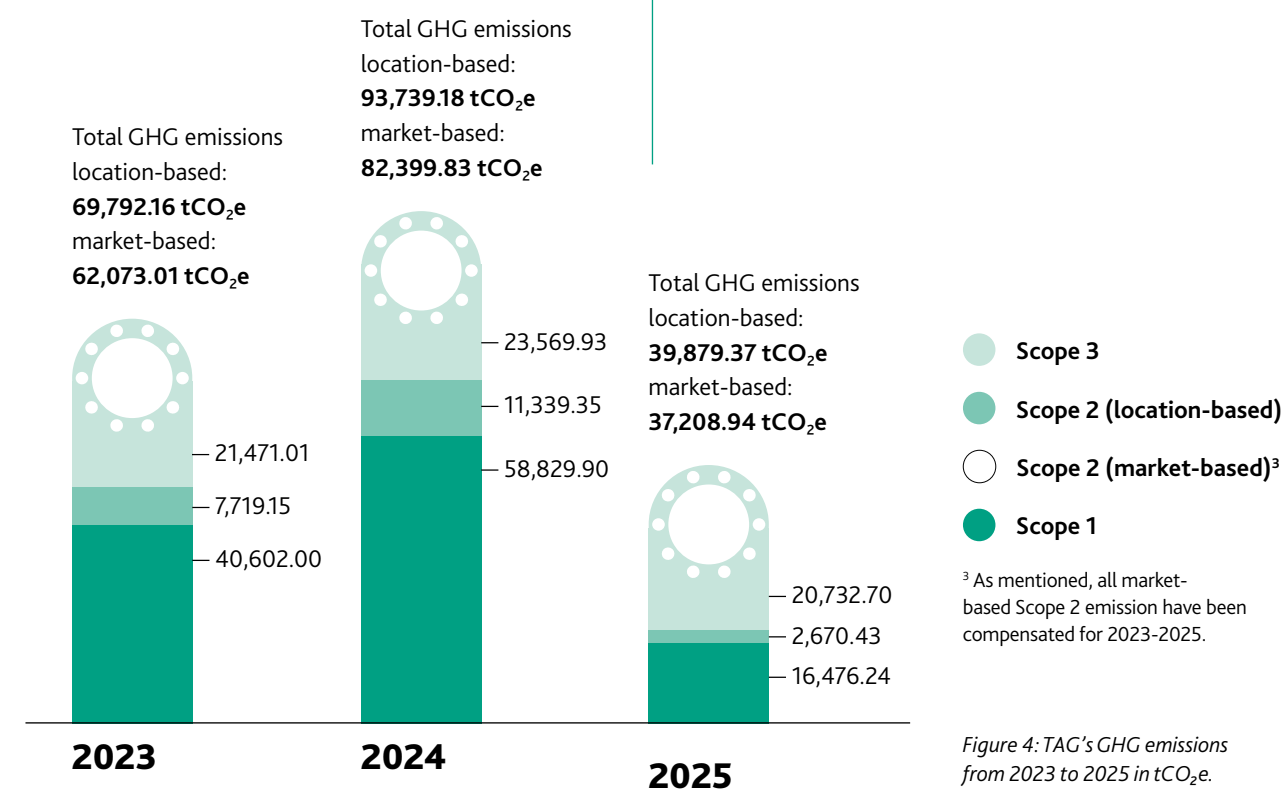


Figure 4: TAG's GHG emissions from 2023 to 2025 in tCO₂e.

GHG reduction targets & climate transition

Reduction targets & associated actions

TAG aims to reduce CO₂ emissions from direct fuel combustion (Scope 1) **by 70% by 2030**, compared to the average from 2020 to 2022, and to achieve **net zero Scope 1 emissions by 2040**. This goal is based on internal modeling, has not been validated by an outside party, and was not defined with stakeholder input.

Additionally, TAG has set targets to reduce methane emissions by 50% by 2025 and 70% by 2030, compared to the 2015 to 2020 average. These targets align with Oil & Gas Methane Partnership (OGMP) 2.0, a UN-backed, measurement-based reporting and mitigation framework that enhances transparency and enables targeted methane reduction. TAG's methane reporting has been verified annually since 2021 and has achieved the OGMP 2.0 Gold Standard for the fifth consecutive year in 2025.

TAG has not yet defined explicit reduction targets for Scope 2 (location-based) and Scope 3 emissions. This is because its Scope 3 inventory was established for the first time in 2023 and 2024 to build a reliable data foundation. The company continues to monitor Scope 2 and 3 emissions and is evaluating ways to decrease indirect emissions, such as improving energy efficiency and using renewable energy sources.

Until now, TAG has **focused on reducing CO₂ emissions using its gas compressor fleet, gas heating and drying systems, and emergency power systems**. This has been accomplished through internal optimization measures, regular maintenance, new investment projects, and additional operational expenditures for external advisory and/or technical support. Many of these measures were implemented in previous years and have contributed to the company's emissions reduction targets, requiring minimal corrective actions.

Renewable energy

The most important measure in this regard is the **installation of electromechanical compressors**, which were installed in previous years at the Baumgarten, Eggendorf, and Grafendorf stations. This initiative established a zero-emission alternative to gas compressor units. The electricity used for these compressors is covered by green certificates and **causes no direct CO₂ emissions**. Electro-compressors are preferred over gas compressors, which are used to complement their activity as needed for the physical dispatch of transported gas quantities. They also remain part of the compressor fleet to ensure gas transport in the event of an electric power supply breakdown.

Beyond that, **PV systems at the Ruden compressor station** produce additional renewable electricity.

Energy efficiency

In addition, continuous **upgrades, replacements, and maintenance investments in compressor machines** improve energy efficiency and reduce emissions. In 2025, approximately 1,972,000 EUR was spent on the optimization of overall gas compressors. Furthermore, TAG has expanded its certified Integrated Management System to include an Energy Management System according to **ISO 50001:2018** since 2025.

Reducing direct CH₄ emissions

In addition to CO₂ emissions from compressor operations, methane emissions are another source of TAG's Scope 1 greenhouse gas emissions. Over the next decade, TAG will therefore **prioritize methane reduction**, within technical feasibility, as a core climate action.

TAG works in coordination with other European TSOs and participates in the OGMP 2.0. In 2025, TAG invested approximately 685,000 EUR in methane measurement under OGMP 2.0 (for comparison: 340,000 EUR in 2024), with a further 840,000 EUR planned for 2026. Mitigation measures are implemented immediately when emissions are detected. TAG considers recompression to be the most effective mitigation measure because it avoids venting or flaring gas. Two studies were conducted: one covering maintenance-related venting, which led to the purchase of four mobile recompression units now used in maintenance activities, and one analyzing operational venting at compressor stations. Measures to address this issue will be implemented progressively starting in 2028.

As a result of these efforts, TAG achieved the **OGMP 2.0 Gold Standard for the fifth consecutive year** in 2025. In 2026, TAG aims to report all assets at OGMP Level 5, requiring alignment of site-level and source-level measurements.

EU Methane Regulation requirements have been integrated into TAG's processes, creating synergies with maintenance activities. In 2026, TAG will conduct multiple measurement campaigns at compressor and valve stations, including drone-based site-level measurements. Gas-operated valves have already been replaced in two compressor stations, with further replacements at Baumgarten planned for 2026. TAG also plans a pilot stationary methane monitoring system to improve detection of leakage, response times, and regulatory compliance. Responsibility for implementation lies with the Technology and Project Management and Operations departments.



Drone measurement at a TAG site.

Pigging campaign

Clean and efficient pipeline operation supports the reduction of emissions. In 2024, TAG conducted an **81-day pigging campaign** with a specialized external partner. This campaign was conducted in line with EU methane reduction requirements. During the campaign, approximately 80,000 Nm³ of methane were recompressed and reinjected into the system. This significantly reduced potential emissions.

The campaign covered over 1,140 km (**2,275 km of pig runs**) of pipelines using intelligent inspection tools, enabling an internal assessment without environmental disruption. Only one critical issue was identified and addressed quickly, and no other findings required immediate intervention.

Although legally required every 10 years, TAG has committed to repeating the campaign **every eight years** to further reduce methane emission risks and ensure long-term pipeline integrity.



Smart inspection robot for inspecting the TAG pipeline system.

Transition plan for climate change mitigation

Maintaining secure gas transmission while reducing environmental impact is prioritized by TAG, with specific emphasis placed on measuring, monitoring, and lowering CO₂ and methane emissions in line with EU Green Deal priorities.

Since 2020, TAG has been a member of the OGMP 2.0, committing to transparent reporting and continuous methane reduction. TAG's methane reduction target aligns with international initiatives, and the company is implementing processes to comply with the EU Methane Regulation, which took effect in 2024. Meanwhile, TAG is advancing the **transition to low-carbon gases**, including hydrogen and biomethane.

This involves leveraging existing infrastructure with minimal adjustments. These efforts support decarbonization, energy security, and alignment with EU climate objectives, enabling a sustainable future for energy transportation.

H₂ readiness of the TAG Pipeline System

The H₂ readiness of the TAG Pipeline System project is a vital part of Austria's and Europe's hydrogen strategy. The project aims to repurpose one of TAG's existing pipelines to transport hydrogen between Arnoldstein and Baumgarten. The project involves **converting 380 km of pipeline and its associated infrastructure**, including compressors and metering stations, to enable the transport of up to 168 GWh of hydrogen per day (equivalent to 1.5 Mt per year), with the **capacity for bidirectional flows and connections to planned hydrogen networks** in Austria and neighboring countries.

The project supports the development of a major European hydrogen corridor, SouthH2 Corridor, which will enable imports from regions such as North Africa and supply industrial demand in Austria and southern Germany. The project is designed to be scalable based on market development and as a flexible, cost-efficient infrastructure solution with the potential for future expansion through additional compressor capacity or pipelines.

In 2025, the project received confirmation of the PCI status and EU funding. A feasibility study is underway, and the start of operations is planned for the early 2030s, which is in line with TAG's original projections. Meanwhile, TAG is assessing interim solutions, such as blending hydrogen into the natural gas system. The project addresses the projected surge in hydrogen demand (30–40 TWh annually in Austria by 2040) and promotes decarbonization, energy security, and the shift towards a low-carbon energy system.



TAG preparing for future H₂ transportation.

Biomethane & CO₂ transport

In addition to the possibilities provided by transporting hydrogen through blending or dedicated infrastructure, other possibilities emerge from **transporting biomethane and carbon dioxide (CO₂)**.

Biomethane, also classified as a green gas, is produced by fermenting organic matter. It has similar chemical properties to natural gas and can be transported in gaseous or liquid form.

Therefore, it has the potential to reduce TAG's reliance on fossil fuels, stimulate local economic growth, and strengthen the circular economy. The TAG Pipeline System can transport biomethane without requiring adjustments to the infrastructure. Furthermore, biogas and biomethane are essential to achieving climate protection goals by contributing to waste reduction, sustainable agriculture, and job creation.

An effective carbon capture management system offers great potential for decarbonizing the economy. This is why TAG is actively monitoring the evaluation of the regulatory and legal framework of carbon transport (CO₂) and is looking into potential opportunities for carbon value creation.

Use of waste heat

Since some of the compressor stations in TAG's gas transport pipelines are powered by gas turbines, the release of waste heat can be used to generate electricity in **waste heat recovery systems**. This already happens in the compressor station of Weitendorf. Waste heat generated by the turbo compressors in the compressor station can be fed into a downstream waste heat recovery system. A steam boiler is used to generate steam so that a steam turbine is driven, and electricity is generated by means of a coupled generator. The electricity is used to a lesser extent for its own needs and, for the most part, is fed into the grid of Energie Steiermark. Due to the low operating hours of the turbo compressors in the reporting year, more energy has been used for own needs than exported for the first time.

Climate change awareness

In 2025, TAG organized the very first **KlimaPuzzle workshop** at TAG. As part of the program, 10 volunteer colleagues tested how this interactive decision-making game works, how various human and natural activities are interconnected and influence climate change, and what TAG can do to mitigate the negative impacts. Based on these positive experiences, TAG plans to continue the workshop series in 2026 by involving additional fields of expertise and colleagues so that they can contribute even more actively to solving these shared challenges.

Pollution of air, water & soil

Air pollution

As a result of the company’s transport operations, especially in relation to the use of gas compressors and other technical equipment, air emissions for NO_x and CO are produced. As in previous years, there were no significant CO and NO_x emissions exceeding the limits established by environmental authorities for the year 2025.

The significant decrease in emissions over the past few years can be traced to TAG **transporting a significantly lower gas volume than in previous years** (and 64% less than in 2024). Furthermore, TAG usually prefers to use EICos instead of traditional gas compressors, and the vast majority of transport in 2025 (76% of the hours) was covered by EICos. Higher transport volumes result in higher efficiency and better intensity KPIs. TAG has also optimized the execution of its transport program.

Specific loads, such as the mass of pollutants produced per unit of product, are not useful metrics for TAG because they **apply to production facilities rather than transport activities**. Therefore, TAG considered the quantities of pollutants relative to the mechanical energy generated by the turbines, as well as the units of gas transported.

Nonetheless, additional pollutants are only relevant in the event of an environmental incident. Environmental incidents are unplanned or uncontrolled events that have the potential to damage at least one ecosystem compartment (terrestrial, aquatic, or atmospheric).

The atmospheric component of such an incident includes unplanned emissions of greenhouse gases (CO₂ and CH₄), as well as all significant exceedances of emission limits of air pollutants (CO and NO_x), as measured by TAG’s Continuous Emission Measurement System (CEMS).

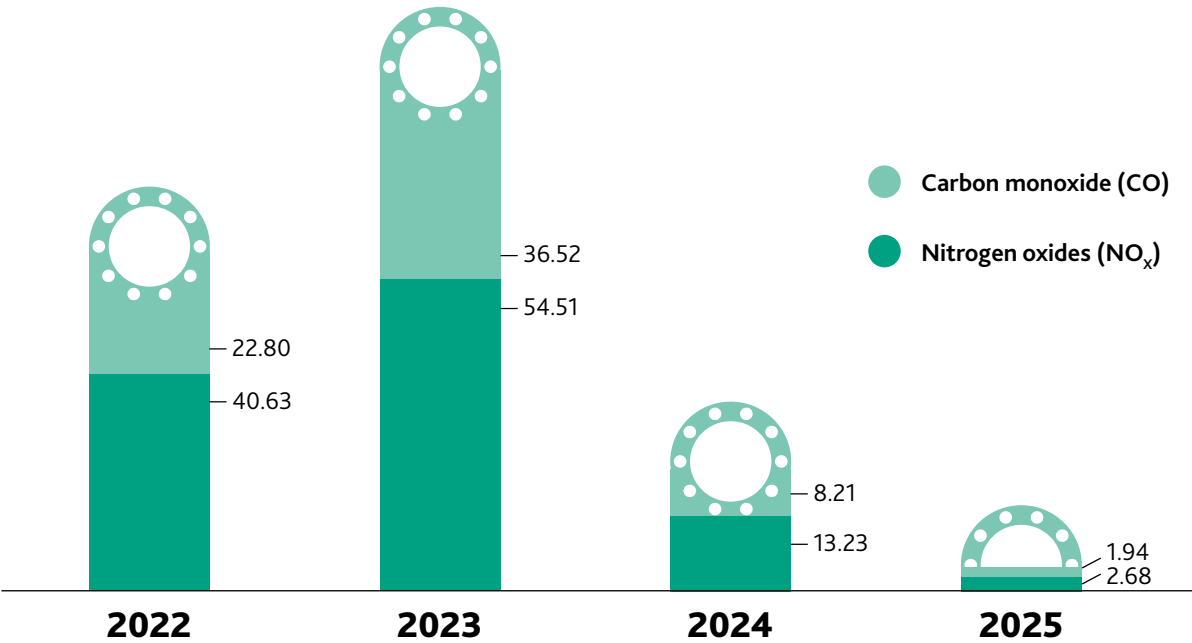


Figure 5: Air emissions of pollutants in tons (t).

Water & soil pollution

The assessment revealed **very limited risks of soil pollution** resulting from accidents with moderate or minor impact on the company, its employees, and local communities. However, TAG is aware that many of its assets are located in or near vulnerable and protected areas concerning water, soil, and biodiversity, and it recognizes its responsibilities. To avert any possible environmental damage, TAG has **extensive technological and organizational measures** in place, as well as well-defined response plans for potential incidents.

In accordance with Section 134 of the Water Rights Act (WRG), TAG is required to conduct an inspection every five years. The inspection covers pipelines, compressor stations, valve stations, branch stations, and BOPs (breakout points). The focus is on areas where there is a possibility of environmental contamination with water-polluting substances (oil, lignoin).

Water consumption

In 2025, the company withdrew a total of **5,650 m³ of water** from the public water supply. Of that total, 4,437 m³ was discharged as wastewater. The largest water user is the steam boiler at the waste-heat utilization site in Weitendorf. The remaining 1,213 m³ of water was used for regular operational activities at the headquarters and stations, including cleaning equipment, vehicles, and personal protective equipment (PPE), as well as for sanitary facilities and kitchen areas. The relatively high consumption in 2024 is due to a **one-time refilling activity** related to a newly finished **fire suppression tank**.

	2022	2023	2024	2025
Total amount of water withdrawn from all sites (m³)	5,251	6,167	6,512	5,650
Water discharge from undertaking production processes (m³)	3,991	4,222	4,074	4,437
Total water consumption (m³)	1,260	1,945	2,438	1,213

Table 4: TAG’s water consumption from 2022 to 2025.

Biodiversity

Land-use

The company's operational sites **cover a total of 338,247 m²**. While buildings and tall trees are not permitted on those premises, they can be allocated to ecological compensation or agricultural use. 68.5% of the total land-use is sealed. The unsealed area consists of green spaces, as well as areas covered with gravel due to fire safety reasons.

Additionally, approximately 1,140 km of pipelines **require a 10 m safety corridor**, which can only be utilized to a limited extent. The company directly owns only a small portion of the pipeline corridor. Most sections are located on third-party land and are used through easements or similar rights.

The company maintains a **nature-oriented biodiversity area** to promote ecological value and habitat quality. All environmental legal requirements are strictly followed for any necessary excavation work related to maintenance, and the areas are restored to their original condition once the work is complete.

In 2024, TAG launched its flagship biodiversity initiative by establishing a **wildflower meadow** at its Eggendorf site in Lower Austria. The project used certified regional seeds (REWISA quality) to establish a permanent, species-rich habitat that supports pollinators, plants, and small animals. The meadow will be monitored and maintained for at least three years to ensure long-term ecological benefits. TAG partnered with the Landscape Conservation Association Thermenlinie–Wienerwald–Wiener Becken to provide ecological expertise and oversee the project. Employees actively participated in the sowing process, which strengthened internal awareness and engagement.

This program is the first step in a broader biodiversity strategy. Similar projects are planned for sites in Styria and Carinthia in the coming years. By integrating biodiversity measures into its operations, TAG demonstrates its commitment to environmental responsibility and ESG principles, **linking industrial infrastructure with ecological stewardship**. The initiative promotes local ecosystem connectivity by establishing "stepping stone biotopes" and highlights TAG's commitment to supporting Austria's sustainability goals and fostering habitats for native species.

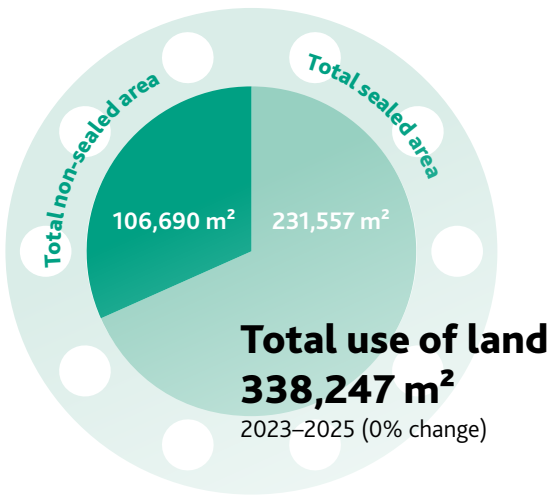


Figure 6: Overview of TAG's land-use from 2023 to 2025.



Non-sealed areas on the premises in Eggendorf.



TAG employees sowing the wildflower meadow in Eggendorf.

Sites located in or near biodiversity-sensitive areas

Biodiversity-sensitive areas are defined as such by special nature protection regulations at the European or international level. The areas in question include those that are part of the Natura 2000 network of protected areas, UNESCO World Heritage Sites, and Key Biodiversity Areas (KBAs), along with other protected areas that have been designated as requiring special protection by governmental authorities (e.g. forest-protected areas or areas located within river basin districts). Table 6 shows the locations of TAG's sites in or near biodiversity-sensitive areas.

Location	Area (m²)	Site located in a biodiversity sensitive area	Site located near a biodiversity sensitive area
Austria – Compressor station in Baumgarten	63,597	✓	✓
Austria – Compressor station in Eggendorf	70,895	✓	✓
Austria – Compressor station in Grafendorf	66,533	✓	✓
Austria – Compressor station in Weitendorf	67,308	✓	✓
Austria – Compressor station in Ruden	69,914	–	✓

Table 5: TAG's sites in or near biodiversity-sensitive areas.

Resource use, circular economy & waste management

Circular economy

TAG primarily applies the principles of the circular economy through **asset longevity and resource efficiency**, reflecting its infrastructure-based business model. Regular, centrally planned maintenance ensures the safe, extended use of assets. Components are repaired or replaced based on condition, operating hours, and technical requirements.

This often extends the useful technical life of assets beyond their standard economic depreciation period. This approach reduces the need for new investments and associated costs and emissions.

Additionally, TAG promotes circularity by collaborating with AfB, a nonprofit IT organization that **refurbishes and repurposes IT equipment** decommissioned by TAG.

Waste management

TAG's waste management concept outlines procedures for waste separation, collection, and disposal that comply with the Austrian Waste Management Act (AWG 2002). This concept includes clear responsibilities and operational guidelines. The concept follows the waste hierarchy of prevention, reuse, recycling, recovery, and disposal, supported by annual training provided by a designated waste officer to ensure compliance and awareness.

Thanks to Austria's advanced waste management system, most waste, including hazardous waste, is **recycled or thermally treated for energy recovery**. Only non-recoverable residues are disposed of in landfills by certified waste management companies.

The amount of disposed hazardous waste increased due to higher project activity and two minor environmental incidents in which small quantities of oil (less than 20 l) contaminated topsoil. This required the disposal of larger volumes of affected soil. Both incidents were reported to the authorities, and corrective measures have been implemented to prevent recurrence.

	Waste generated (t)							
	2022		2023		2024		2025	
	Waste diverted to recycle or reuse	Waste directed to disposal	Waste diverted to recycle or reuse	Waste directed to disposal	Waste diverted to recycle or reuse	Waste directed to disposal	Waste diverted to recycle or reuse	Waste directed to disposal
Hazardous waste (mass, in metric t)	0.00	64.13	0.00	116.07	0.00	42.79	0.00	62.80
Non-hazardous waste (mass, in metric t)	49.69	0.00	46.52	0.00	61.53	0.00	56.02	0.00
Subtotal	49.69	64.13	46.52	116.07	61.53	42.79	56.02	62.80
TOTAL	113.82		162.59		104.32		118.82	

Table 6: Amount and type of waste produced by TAG from 2022 to 2025.

Mass-flow of materials

TAG does not report annual material mass flows, as its core activity is the transportation of natural gas, which remains the property of customers. These volumes therefore represent transit flows, rather than operational material inputs, and are not considered indicative of material use.

The only relevant material input is a limited share of transported gas used internally for energy generation in compressor stations. Further details are provided in the section on energy consumption (see p. 25) and greenhouse gas emissions (see pp. 26-27).



“Solidarity flourishes through a culture of respect, shared responsibility, and the continuous development of every individual.

Elisabeth Daniel, Head of Human Resources



Workforce characteristics

Number of employees & employee turnover

As of 31 December 2025, TAG had **197 employees**, an increase of 8.24% compared to 31 December 2024. This increase is mainly due to investments in skilled professionals to ensure a sustainable and secure energy supply, new hires to meet mandatory legal requirements, and overlap periods to ensure a smooth transition in case of retirement or exit.

During the 2025 reporting year, 10 employees left (compared to 8 in 2024), and 25 joined the company (compared to 17 in 2024). This led to a turnover ratio of 5.28% (compared to 4.53% in 2024). Retirements accounted for 0.53% of the turnover ratio (in comparison: 1.13% in 2024).

Employees' contract types

TAG's workforce currently consists exclusively of directly hired employees with permanent contracts. In the past, leasing personnel were occasionally used.

Type of contract	Number of employees (total headcount)			
	2022	2023	2024	2025
Permanent contract	172	171	182	197
Temporary contract	0	0	0	0
Total employees	172	171	182	197

Table 7: TAG's employee contractual information from 2022 to 2025.

Diversity & inclusion

TAG has made a clear commitment to **diversity, equality, and inclusion**, integrating these values into its corporate culture and daily operations. The company emphasizes that diversity is not a symbolic gesture or something to be celebrated only during awareness campaigns; rather, it is a value **lived and practiced throughout the year**.

For TAG, creating an inclusive workplace means ensuring that every employee feels safe, respected, and comfortable being themselves. This approach reflects the company's broader values of respect, responsibility, and competence, which guide its internal and external interactions. The rationale behind this commitment is twofold. First, TAG recognizes **diversity as a social responsibility**, acknowledging that differences among people enrich the organization and provide opportunities for learning, growth, and mutual understanding. Second, TAG views **diversity as a strategic advantage** that strengthens its ability to innovate and adapt in a rapidly changing energy sector. By encouraging different perspectives and fostering an inclusive environment, TAG enhances its resilience and creativity, both of which are essential for navigating the challenges of the energy transition.

This dedication to diversity also aligns with European sustainability frameworks, such as the ESRS and VSME, which emphasize the significance of social factors in ESG reporting. For TAG, demonstrating a strong commitment to diversity and inclusion means more than just promoting employee well-being; it also involves building trust with stakeholders, regulators, and investors. Thus, diversity becomes a cultural cornerstone and a driver of long-term business success, reinforcing TAG's role as a responsible, forward-looking energy infrastructure operator. In 2025, TAG's employees came from **nine different nationalities**, most of whom were based at the company's headquarters.

“
Sustainable solidarity can only bloom where people feel safe, valued, and empowered – and where collective learning becomes the driving force behind long-term business success.
”



Management

In 2025, top management included eleven heads of departments and two managing directors, nine of whom are males and four females, with a corresponding **0,44 female-to-male ratio** at management level.

Employees

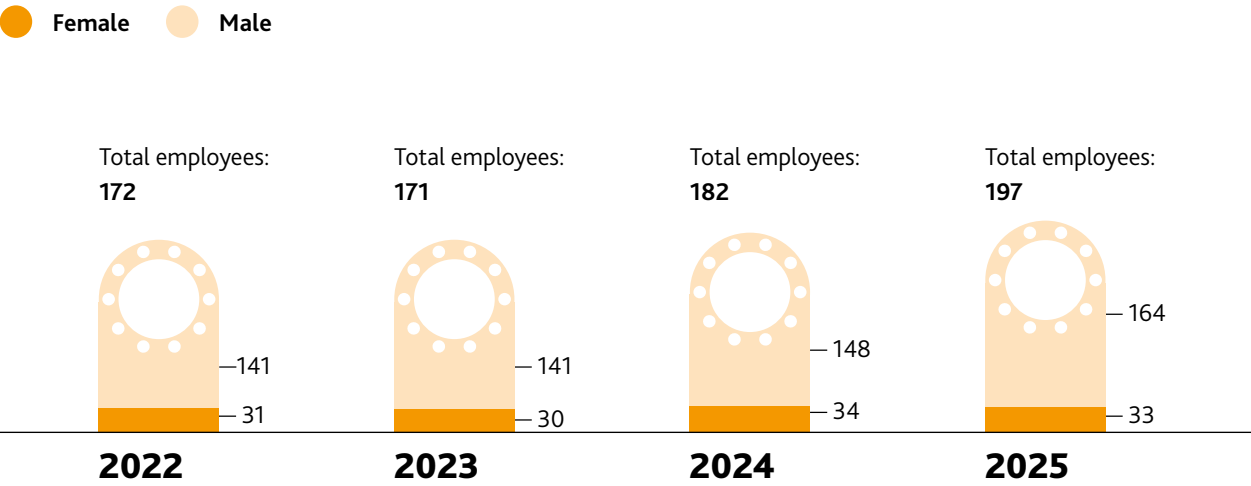


Figure 7: Breakdown of employees by reported gender from 2022 to 2025.

Remuneration, collective bargaining & training

Collective bargaining agreements

100% of TAG's employees, except the managing directors, are covered by the collective bargaining agreement applicable to the mineral oil industry in Austria. Furthermore, according to the Austrian Labor Relations Act (Arbeitsverfassungsgesetz; ArbVG), all employees except the managing directors are **represented by workers' representatives**.

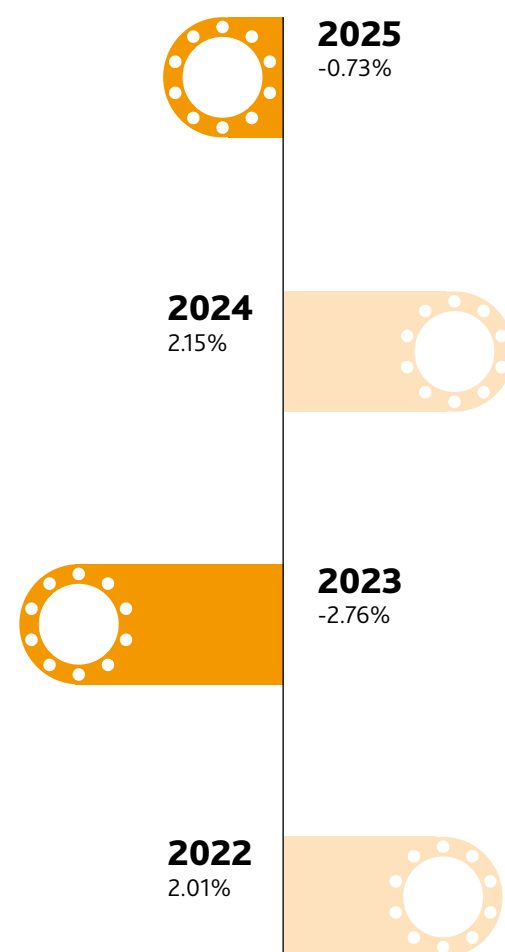


Figure 8: TAG's gender pay gap from 2022 to 2025.

Pay gap between female & male employees

The pay gap between female and male employees in 2025 amounts to **-0.73%** (in comparison: 2.15% in 2024). A negative value indicates that, on average, female employees earn slightly more than male employees. According to EUROSTAT statistics, this score is far better than the average in Austria (17.6%) and in the EU (11.1%).

All components of compensation were considered, including wages, salaries, special payments, allowances, overtime, surcharges, bonuses, non-cash benefits, and other payments. The following were excluded: expense reimbursements, expense allowances, severance pay, compensation for unused holidays, employer social security contributions, and pension fund contributions.

In cases of long-term sick leave resulting in loss of pay, either the last salary received was used or the missing portion of pay was added. For a leave of absence covering an entire year or other period, suspended earnings were used. For interruptions, mid-year hires, or resignations, pro-rated earnings or months were considered.



Employee training

In 2025, as part of the HR-managed process for acquiring and maintaining competencies, internal and external training, instructions (online and on-site), workshops, and other measures were implemented in **seven main competency areas** (see Figure 8) and **new topics like hydrogen and ESG**.

Employees from all departments and at all hierarchical levels attended the training programs. In 2025, employees completed **9,479 hours of training** (in comparison: 7,992 hours in 2024). This corresponds to **1,247 training days** (in comparison: 1,051 days in 2024). One training day corresponds to a normal workday of 7.6 hours.

The competence areas with the highest number of training hours are language (36.4%) and HSSEQ (28.2%), followed by technical training (19.0%) and compliance (6.3%).

In 2025, the average number of training hours per employee was **48.1 h**, which is an increase of 9.6% from 2024 (43.9 h). Individual training hours differ according to individual employee's function and activities, which is the main reason for the variance by gender as seen in Table 8.

	Training hours	
	2024	2025
Male	45	51
Female	41	44
WA	44	48

Table 8: Allocation of training hours by employee gender from 2024 to 2025.

In 2025, a total of **1,676 participations** in training measures for acquiring mandatory skills were recorded (in comparison: 1,329 participations in 2024). These skills are outlined in the competence matrix, which reflects obligations resulting from legal requirements or internal regulations. These training measures accounted for a **total of 3,318 h**, corresponding to 39.5% of the total duration of all training measures.

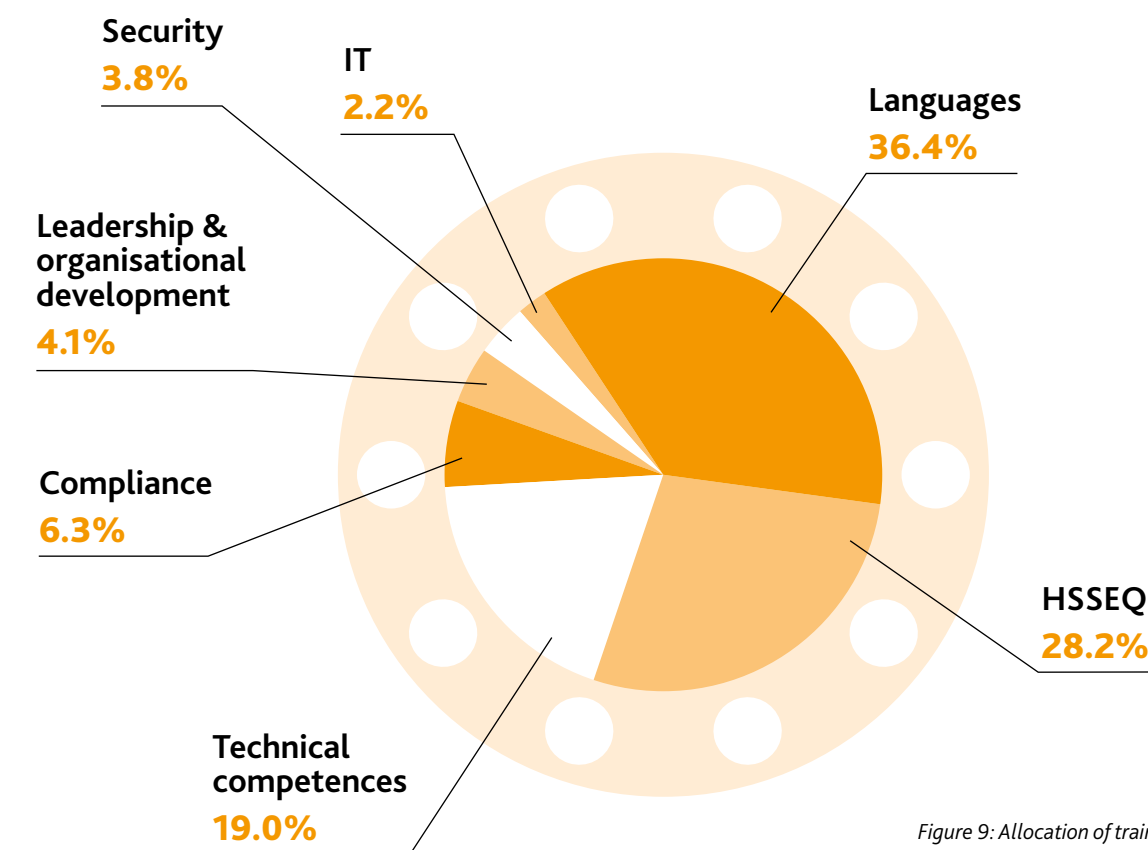


Figure 9: Allocation of training hours by area of competence in 2025.

Health & safety

Health support programs

TAG places significant emphasis on health support at compressor stations, along pipelines, and in its offices. Related measures include the following:

- ongoing consultations with doctors and psychologists,
- health campaigns,
- flu shots,
- tick vaccine campaigns,
- cancer-related awareness campaigns, and
- support for employees participating in sports activities and initiatives (e.g., the Wien Energie Business Run, the Vienna City Marathon, the Wings for Life World Run, and the Austrian Company Challenge).



Work-related accidents

TAG applies a comprehensive occupational health and safety framework for its employees, embedding safety and responsibility into daily operations. Employees participate in regular safety briefings and mandatory training, and access to operational areas is strictly controlled. Compliance with TAG's "Golden Rules of Safety" (including prohibitions on smoking, alcohol, drugs, unauthorized photography, and non approved devices) is mandatory and forms part of the company's safety culture.

Personal protective equipment (PPE) is required in process areas and hazardous zones. Work in explosive or high risk areas is permitted only with written authorization and supervision. Employees must also comply with internal rules regarding vehicle traffic, fire prevention, waste management, electrical safety, and equipment standards.

Emergency preparedness is a core element of TAG's safety management system. Employees are trained to respond to incidents, report accidents immediately, and ensure that emergency exits and alarm

systems remain accessible. This framework aligns with Austrian occupational safety law and relevant EU directives.

During the reporting period of 2025, there were no recordable work-related injuries or fatalities among TAG's employees, nor any recordable work-related illnesses. The same was true in 2022 and 2024; however, in 2023, there was one injury case, but it was minor (less than four lost days).

Thanks to TAG's robust health and safety program, regular trainings and awareness campaigns no time was lost due to non-recordable work-related injuries in 2025.

	Lost time injury rate			
	2022	2023	2024	2025
TAG employees	0	3.78	0	0
Contractors	0	4.76	5.17	0
TOTAL	0	4.21	2.13	0

Table 9: Lost time injury rate from 2022 to 2025.

Human rights policies & processes

Code of Ethics

TAG has adopted a binding Code of Ethics, approved by its supervisory board. It applies to all employees and business partners, making adherence to ethical standards a mandatory condition of cooperation. The Code of Ethics emphasizes **trust, integrity, and responsibility**, and it explicitly covers human rights-related areas.

TAG's Code of Ethics explicitly or implicitly addresses several human rights-related areas that are material for sustainability reporting according to VSME:

- equal treatment and non-discrimination – ensuring fairness, respect, and inclusion in the workplace
- fair working conditions – covering wages, working hours, and freedom from exploitation
- freedom of association and collective bargaining
- prohibition of child labor and forced labor and human trafficking (implicitly)
- workplace health and safety, including accident prevention – protecting employees and contractors in high-risk environments
- privacy and data protection – safeguarding personal and business information
- respect for communities and stakeholders
- environmental protection – embedding sustainability and responsibility for ecological impacts and
- privacy and data protection – safeguarding personal and business information.

The Code of Ethics establishes the standards for professional conduct, adherence to laws and regulations, and consideration for stakeholders. It requires employees and contractors to act responsibly, avoid conflicts of interest, and maintain transparency in all business dealings. Violations lead to consequences for employees or reconsideration of business relationships. Importantly, TAG integrates ethical principles into its governance structure, ensuring that management and staff are accountable for upholding these standards. The code ensures that TAG's operations are not only legally compliant, but also ethically aligned with European sustainability frameworks. In 2025, 91% of the TAG employees participated in ethics related training, and beyond this, 84% of TAG employees participated in a specific equal rights training.

Human rights risk assessment

In 2025, TAG conducted a **comprehensive human rights risk assessment** that included its own workforce, workers in its value chain, and the wider communities. In this analysis, TAG identified 28 potential human rights-related impacts on specific vulnerable groups. After considering remediation actions already implemented, TAG assessed the gross and net likelihood and severity of business risks. Based on this assessment, there are **no critical human rights related risks** that TAG is not aware of or managing proactively. Further remediation actions have been identified to reduce its implications in the coming years, mainly in the upstream value chain.

Complaint-handling mechanism

Works councils serve as the primary channel for addressing workforce concerns. Additional mechanisms are in place for reporting violations of rules of conduct or infringements of employee rights. TAG provides these mechanisms through its voluntary Code of Ethics and the Compliance Program, which was approved by E-Control under the Austrian Natural Gas Act (GWG). Whistleblowing mechanisms also address human resources matters and facilitate the identification and resolution of grievances.

Depending on the severity of the issue, the Legal and Personnel Departments, together with the external guarantor of the Code of Ethics and relevant corporate bodies, are responsible for implementing remediation measures. The effectiveness of these measures is monitored through internal and external reporting to corporate governance bodies.

Official company communications, publications, and annual updates ensure awareness of these mechanisms. Incidents, complaints, or discrimination can be reported at any time, including anonymously, to the external guarantor of the Code of Ethics or to TAG's whistleblowing unit, in accordance with the Austrian Whistleblower Protection Act (HSchG).

Severe negative human rights incidents

Confirmed incidents in TAG workforce

During the reporting years of 2022, 2023, 2024, and 2025, **no work-related incidents of discrimination** on the grounds of gender, racial or ethnic origin, nationality, religion or belief, disability, age, sexual orientation, or other relevant forms of discrimination involving internal and/or external stakeholders across operations were identified.

Workers in the value chain

TAG has established comprehensive contractor regulations to ensure safety, compliance, and operational integrity at its sites. Contractors must complete a safety briefing, register their employees, and obtain authorization before accessing facilities. Strict adherence to TAG's "Golden Rules of Safety" is required. Personal protective equipment is mandatory in process areas, and work in hazardous or explosive zones requires written permits and supervision.

Contractors must comply with rules on traffic, waste management, fire prevention, and electrical safety, ensuring they operate under the same safety standards as TAG employees.

Contractors are also fully integrated into TAG's emergency preparedness system, with obligations to know emergency procedures, report incidents immediately, and keep safety infrastructure unobstructed. These measures align with Austrian occupational safety law and EU directives, and reinforce a strong safety culture.

In 2025, no fatalities or work-related ill health occurred among contractors, and the lost time injury rate was 0 (in comparison: 5.17 in 2024). These results demonstrate the effectiveness of TAG's safety measures, with further training and audits planned to sustain and improve performance.

Confirmed incidents outside TAG

No severe human rights issues or incidents related to the company's upstream value chain have been reported.

For the reporting years of 2022, 2023, 2024, and 2025, no severe human rights issues or incidents affecting affected communities were identified or reported.

Affected communities

Economic value created & positive impacts

The company makes an important contribution in terms of taxation, employment of local workforce, and purchase commitment for goods and services delivered by local suppliers. The total tax contribution in 2025 was **14,903,394.59 EUR** (in comparison: 4,858,791.96 EUR in 2024). Further details and comparisons with previous years' data can be seen in Table 10 below.

The relatively low income tax paid in 2024 was because 2024 resulted in a loss. For this reason, TAG paid minimal quarterly advance tax payments as required by law. Starting in 2025, the total contribution should increase to a level comparable to previous years. The business is not structured in an artificial way to minimize taxes, and the correct amount of taxes is paid in accordance with the law. Additionally, the company neither promotes tax avoidance nor tolerates abusive tax practices. Legitimate tax reliefs are used for their intended purposes.

Furthermore, starting in 2025, the company has introduced a dedicated internal tax control system integrated with the general internal control system.

Regarding the wages and salaries of 2025 and 2024, for which TAG refers to the published financial statements, most employees were hired from Austria's workforce, thus contributing positively to local communities. However, foreign applicants were also recruited from abroad.

Finally, a significant portion of goods and services are purchased from local suppliers. In 2025, **47.8% of supplier invoices were from local suppliers** (in comparison: 33.0% in 2024). Regarding the company's overall investment level in 2025 and 2024, TAG refers to the cash flow information already provided in the financial section of the management report. Further details on supplier relationship management can be found in the Governance chapter on page 65.

Tax borne	2023	2024	2025
Current income tax paid	28,073,266.89	1,011.00	4,457,400.00
Taxes on land properties	26,672.31	29,077.51	25,490.68
Duties on contracts & agreements	140,371.39	145,893.62	142,781.60
Withholding taxes on financial transactions	364,470.17	0.00	0.00
Social contributions	4,838,984.64	5,721,360.68	5,894,212.10
Non-deductible VAT	72,020.37	76,037.13	88,943.63
Insurance taxes	195,867.59	206,633.97	211,962.08
Total tax borne	33,711,653.36	6,180,013.91	10,820,790.09
Tax collected			
Withheld tax on dividends	1,132,224.98	0.00	0.00
Withheld tax according to § 107 EStG	41,555.54	46,087.76	37,738.14
Withheld taxes for employees	4,768,515.37	5,304,380.01	5,532,196.74
VAT	-2,939,446.42	-6,671,689.72	-1,487,330.38
Total tax collected	3,002,849.47	-1,321,221.95	4,082,604.50
Total tax contribution	36,714,502.83	4,858,791.96	14,903,394.59

Table 10: Overview of TAG's tax data from 2023 to 2025.

Communities in vicinity

TAG maintains transparent and cooperative relationships with stakeholders across the federal states in which it operates. The company recognizes that long-term social acceptance is essential for its critical pipeline infrastructure, and continuously engages with local communities, authorities, associations, emergency services, and landowners through open dialogue and publicly accessible online information regarding infrastructure, projects, and safety.

As a regulated infrastructure operator, TAG adheres to formal administrative approval procedures for new projects. These procedures ensure that **municipalities, authorities, interest groups, and affected landowners can participate in the decision-making process and submit comments.** Throughout the planning, permitting, and construction phases, TAG actively involves stakeholders to address concerns, support project acceptance, and ensure fair compensation.

Landowner engagement includes agreements for temporary and permanent land use, compensation for disturbances and crop damage, and easement agreements that grant long-term access rights. Dedicated legal and technical experts manage these processes to ensure compensation remains balanced and transparent. TAG adapts projects based on community feedback and conducts recurring assessments and negotiations to ensure that stakeholder interests are addressed properly.

In 2025, compensation payments to affected landowners totaled **412,345.29 EUR** (in comparison: 482,690.08 EUR total in 2024). As of 31 December 2025, the historical cost of easement rights capitalized as intangible assets totaled **50,174,041.17 EUR**, with a residual book value of 4,348,797.00 EUR (in comparison: 5,153,262.00 EUR in 2024).

As TAG's infrastructure gradually transitions from natural gas to low-carbon gases, particularly hydrogen, current easement-related activities are largely administrative. In 2020, TAG introduced a policy that governs the permitting process under the Austrian Natural Gas Act (GWG). This policy ensures that the interests of local communities, as represented by authorities, are considered beyond easement rights and compensation.

Further community programs

TAG maintains long-standing partnerships that strengthen education, inclusion, and health in communities along its pipeline routes. For many years, TAG has worked with the **Austrian Book Club**, Austria's largest nonprofit reading promotion organization. Together, they support age-appropriate literacy and language development for children and young people. Every year, TAG selects communities along its pipeline to implement reading projects with elementary schools. These projects benefit local education and increase awareness of TAG's social responsibility.

In 2025, TAG participated in Vienna's **Töchtertag** (Girls' Day) for the first time, supporting STEM education and career orientation for girls. This initiative encourages young women to pursue technical and scientific careers, challenges gender stereotypes, and promotes gender equality in fields where women are currently underrepresented. That year, Vienna's Töchtertag reached around 5,900 girls with the participation of 309 companies, providing hands-on workplace insights and role models.

TAG also continued its long-term partnership with **Diakonie**, one of Austria's largest social organizations. Since 2020, TAG has supported projects that improve access to healthcare for vulnerable groups, including medical staff and hygiene measures at AmberMed, Diakonie's clinic for uninsured individuals. These activities build on the emergency support provided during the COVID-19 pandemic and reinforce TAG's commitment to social sustainability and solidarity.

The associations **Lebenshilfe Baumgarten** and **Dank Dir!**, which assist persons with disabilities in Austria, receive further support. Additionally, TAG participates in the annual **Movember campaign** to raise awareness of men's health and supports research at the Medical University of Innsbruck. TAG also supported the **#GoRed campaign** for women's cardiovascular health for the first time in 2025.

TAG is committed to culture and supports several initiatives, including the **La Fonte Vienna – Festival di Letteratura Italiana**, which celebrates the richness of language, storytelling, and cultural exchange. It also supports the local fire brigades and the Lower Austrian oil and gas municipalities.

TAG's community investment programs amounted to **103,553 EUR** in 2025.



Together with the Austrian Book Club, TAG promotes reading among schoolchildren.



Managing Director Daniele Gamba with a representative from Diakonie.

“ **Embedding ESG into our governance framework ensures that sustainability and financial performance go hand in hand – driving resilient, long-term value creation.** ”

*Bernhard Seiberl, Head of Accounting, Finance and Controlling
(former Head of System Management until end of March 2026)*



Transparency

TAG is subject to transparency obligations under Regulation (EC) No. 1227/2011 of the European Parliament and of the Council regarding the integrity and transparency of wholesale energy markets (REMIT Regulation) as well as under Regulation (EC) No. 715/2009 regarding access to natural gas

transmission networks, particularly to Chapter 3 of Annex 1. The company regularly publishes up-to-date information in a transparency register on its website. The following information is publicly available:

Transparency requirement	Information provided
Detailed & comprehensive description of services offered & related charges	General Terms of Conditions for Transmission Network Access
	Tariff calculator
	Gas system charges ordinance 2013 – E-Control
Harmonized transport contracts & other relevant documents	Contract types
Network code and/or standard conditions	General Terms of Conditions for Transmission Network Access
Information on relevant gas quality parameters	TAG specification for natural gas in accordance with Annex 2 to the Gas Market Model Ordinance 2012
Pressure requirements	Pressure requirements
Procedure in the event of an interruption to interruptible capacity	Contract types, standard capacity contract, Article 3
Harmonized procedures applied when using the transmission system, including the definition of key terms	General Terms of Conditions for Transmission Network Access
	Gas market code – E-Control
Provisions on capacity allocation, congestion management, anti-hoarding & re-utilization procedures	Allocation procedures (provisions on capacity allocation procedures)
	Day-ahead allocation (provisions on congestion management, anti-hoarding & re-utilization procedures)
	Capacity surrender from 1 October 2013 (provisions on congestion management, anti-hoarding & re-utilization procedures)
	“Short-term use it or lose it” from 1 October 2013 (provisions on congestion management, anti-hoarding & re-utilization procedures)

Rules applicable to capacity trade on the secondary market as regards the TSO	Transfer of use
Balancing rules & calculation methodology for imbalance charges	Website of the market area manager
	E-Control
Flexibility & tolerance levels included in transport & those with additional charges	Not available
Detailed description of the gas system of the TSO & relevant interconnection points as well as the names of the operators of the interconnected systems or facilities	TAG Pipeline System
	Entry/exit points
Rules applicable for connection to the system operated by the TSO	Primary market
Information on emergency mechanisms	Not published
Procedures agreed upon by TSO at interconnection points relating to interoperability of the network, agreed procedures on nomination & matching procedures & other procedures that set out provisions in relation to gas flow allocations & balancing	Interconnection agreements
Agreed procedures on nomination & matching procedures & other agreed procedures that set out provisions in relation to gas flow allocations & balancing	Capacity calculation
Technical capacity, total contracted firm & interruptible capacity, nominations & re-nominations, available firm & interruptible capacities & actual physical flows	Transport capacities (technical, booked & available transport capacity)
	Utilization (calorific value & nominations, re-nominations & allocated quantities)
Planned & actual interruption of interruptible capacity	Maintenance works
Planned & unplanned interruptions to firm services	Maintenance works
Information for the secondary market	Secondary market
Amount of gas in the transmission system & forecasts	AGGM Market Area Manager
User-friendly instrument for calculating tariffs	Tariff calculator

Table 11: Overview of TAG's publicly available governance information.

Good governance

Business conduct policies & corporate culture

After receiving certification as an independent TSO under the Austrian Natural Gas Act (GWG) in 2014, TAG expanded its workforce significantly and integrated employees from a variety of corporate and cultural backgrounds. To foster a unified corporate culture, TAG launched the **ONE TAG project** with external experts. Together, they defined shared values of respect, responsibility, and competence, which now underpin governance, behavior, and cooperation.

TAG has implemented a publicly available Code of Ethics that is embedded in supplier and customer contracts. In accordance with ITO requirements, TAG maintains a compliance program that is approved and regularly reviewed by the Austrian regulatory authority, E-Control. The program prevents discriminatory behavior, defines employee obligations, and is overseen by an independent compliance officer. TAG's ethical framework aligns with international standards, including the UN Global Compact, the OECD Guidelines, the UN Universal Declaration of Human Rights, and the ILO Core Conventions.

TAG strengthens its corporate culture through **transparent internal communication, regular meetings, cross-departmental projects, and active employee involvement**. Information is shared via the intranet, website, newsletters, info screens at all locations, and social media. All employees complete mandatory training in compliance and the Code of Ethics every two years.

The governance structures include regular updates on the Code of Ethics, the Compliance Program, and policies such as HSSE and TAG's "Golden Rules". The Code incorporates anti-corruption and anti-bribery standards aligned with the UN Convention Against Corruption. TAG's whistleblowing system is compliant with EU Directive 2019/1937 and the Austria's Whistleblower Protection Act that enables confidential reporting and is overseen by an independent external guarantor who reports to the Supervisory Board and the Ethics Committee.

As an ITO-certified operator, TAG is subject to continuous regulatory oversight. Business conduct is reported quarterly to the Supervisory Board and annually to E-Control. A robust internal control system based on defined workflows and the four-eyes principle ensures effective governance. Compliance incidents are promptly and independently investigated. In 2025, 91% of employees had completed focused ethics training.

Risk management & internal control system

TAG applies a structured **Corporate Risk Management (CRM) system**, with a comprehensive annual review of its risk inventory, to ensure completeness, relevance, and up-to-date assessment of all identified risks. This includes reassessing existing risks, evaluating changes in the risk environment, reviewing the achievement of prior targets, and identifying and defining new risks and mitigation measures, where necessary.

Each risk is assigned clear responsibilities, with a risk owner accountable for content and a risk coordinator supporting documentation and process management. Risks are assessed in departmental workshops using a standardized matrix that considers financial, technical, reputational, and legal impacts, as well as probability, resulting in classification from critical to very low, and aggregation into an overall company risk score.

The results are consolidated in an **annual CRM report**, providing a structured overview of the risk landscape, developments, and mitigation actions. In 2025, **61 risks were identified, recorded and associated to corresponding mitigation measures**. No year on year comparison is available, as no assessment was conducted in 2024.



Asset management

In 2025, TAG began a structured process to implement an advanced asset management framework **for developing, operating, maintaining, upgrading, and disposing of assets** in a cost-effective manner. The framework aims to maximize the value of assets throughout their lifecycle by ensuring the reliability, efficiency, and sustainability of the operations in which they are involved.

Implementing asset management enhances decision-making and optimizes resource utilization at TAG. It can strategically align its operations, improve efficiency, and drive long-term organizational success by leveraging its expertise and integrating comprehensive asset data.



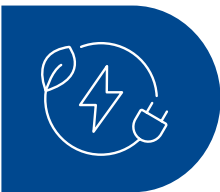
Guarantee asset safety

Improves equipment reliability and guarantees safety for people



Regulatory compliance

Integration of advanced monitoring tools and reliable reporting mechanisms



Energy landscape responsiveness

Enables TAG to strategically navigate the dynamic energy market



Optimization of maintenance & investment plans

Implementation of new maintenance strategies and optimized investment plans through data analysis and comprehensive asset analysis

Figure 10: Expected benefits of asset management implementation.

Gender diversity ratio in the governance body

The **Board of Directors** has one female and one male member. Therefore, the female-to-male (gender diversity) ratio is 1:1 in the highest governance body.

The **Supervisory Board** includes four female members, representing 20% of its total seats.

Convictions & fines for corruption & bribery

There were **no reported or identified incidents of corruption or bribery** for 2025 or previous years. At the same time, there were no pending legal procedures or concluded procedures involving the conviction of the company or its employees. No fines were established by any authorities, due, or paid. Therefore, there was no need to address any breaches in existing anti-corruption or anti-bribery procedures or standards.

Revenues from certain sectors & exclusion from EU reference benchmarks

Activities in the fossil fuel (coal, oil & gas) sector

TAG is active in the **fossil fuel sector**, specifically in the transportation of natural gas. As a certified ITO under the Austrian Natural Gas Act (GWG) 2011, TAG is required to strictly separate its activities or undergo vertical unbundling. This means that TAG is not allowed to carry out any activities connected to the exploration, mining, extraction, production, processing, storage, or refining of natural gas or any other fossil fuels. TAG is also not involved in the distribution of natural gas, a responsibility of distribution system operators. Its activity in fossil fuel trade is limited to reselling natural gas in excess of what it purchases for gas-driven compressor unit operation.

More than **99.9%** (in comparison: 99.5% in 2024) of TAG's revenues come from the fossil fuel sector. The rest come from the production and distribution of electricity from waste heat recovery, which is attributed to the energy sector.

Exclusion from EU reference benchmarks

Pursuant to §241c of the EFRAG VSME, the company is excluded from EU Paris-aligned benchmarks.

According to Article 12 (1) and (2) of Commission Delegated Regulation (EU) 2020/1818, firms that derive 50% or more of their revenues from the exploration, extraction, manufacturing, or distribution of gaseous fuels are excluded.



Lobbying transparency

All TAG bodies and employees involved in lobbying activities comply with the Austrian Transparency Act for Lobbying and Interest Representation (LobbyG) and TAG's internal regulations, especially the Code of Ethics. These activities are **conducted lawfully, ethically, and transparently**. TAG representatives disclose their identity, role, and purpose when first contacting officials. They obtain and communicate information fairly and truthfully. They respect conflict of interest rules and refrain from exerting inappropriate pressure.

TAG's political engagement takes place through structured, legally established frameworks at the national and European levels, as well as through company-initiated activities. Internationally, TAG is a member of **Gas Infrastructure Europe** (GIE), which represents gas infrastructure operators in Europe, as well as **ENTSOG**, the **European Network of Transmission System Operators for Gas**. Participation in ENTSOG is mandatory under Regulation (EC) No 715/2009.

TAG is a member of the following organizations, among others: the **Austrian Gas and Heat Utilities Association** (FGW), the **Austrian Association for Gas and Water** (ÖVGW) and the **Federation of Industries** (Industriellenvereinigung). Through these memberships, TAG contributes experts to committees, working groups, and advisory boards.

These contributions support regulatory development, technical standards, security of supply, and the energy transition, including hydrogen integration. All memberships are subject to applicable fees and, where relevant, statutory obligations.

One member of TAG's Board of Directors is also a member of the ÖVGW managing board and a member of the **Advisory Board of the Hydrogen Partnership Austria** (HyPA), Austria's national hydrogen-platform initiated by the two ministries, BMWET and BMIMI.

Additionally, TAG cooperates contractually with a registered lobbying agency and is listed in the Austrian lobbying register under identification number LIVR 00873.

TAG has never made political donations. Its financial contributions are limited to membership and honorary fees for professional associations. These fees amounted to **334,898 EUR in 2025** (in comparison: 298,557 EUR in 2024).

All lobbying and political influence activities aim to safeguard TAG's financial, organizational, and environmental sustainability, as well as support the transition from natural gas to low-carbon gases, particularly hydrogen. The Board of Directors directly supervises and monitors these activities.

Energy security & accessibility

As an important European interconnector with a modern and reliable pipeline system, TAG contributes to the supply of gas markets in Austria and neighboring countries. TAG's reliability is founded on continuous communication with market participants, as well as the ongoing maintenance and development of its systems. Through close and regular exchange, TAG ensures that market requirements and feedback are identified at an early stage and appropriately integrated into TAG's processes.

This close cooperation is the foundation of a stable and efficient system that meets market demands. This is reflected in TAG's consistently high level of network availability, and quality and volume of its communication exchanges. The figures below, together with an analysis of message exchanges, illustrate TAG's commitment to reliability and transparency.

TAG's network availability is calculated based on planned and unplanned maintenance activities or curtailments per hour that result in neither entry nor exit points (Baumgarten, Arnoldstein, and Domestic) being available for transportation purposes, divided by the total hours in 2025.

To ensure this high level of availability, the coordination of infrastructure activities is of great importance to minimize the impact on available capacity and, consequently, on TAG's customers. As a result of this coordination process, 21 activities with capacity reductions were published in 2025.

Another key factor for this metric is the ability to respond immediately to specific alerts generated by the **continuous monitoring and supervision system (SCADA)** via on-call services.

Throughout 2025, TAG's 24/7 commercial dispatching

- exchanged more than **590,000 messages** with market participants,
- performed **13,900 matchings** with network operators,
- processed **16,100 nominations** from shippers and
- published **8 urgent market messages (UMMs)** to keep the market informed about the status of TAG's systems.

Estimated percent of network availability

> 99.9%



Valve & actuators replacement in Baumgarten

Another milestone that contributed to reducing methane emissions and strengthening the H₂ readiness of the pipeline system was the **valve and actuator replacement project** at the Baumgarten compressor station.

During the project, 47 old valves and 6 drives were replaced. All gas-powered propulsion systems were replaced with zero-emission models, and the new fittings are designed to transport 100% hydrogen, which supports TAG in its decarbonization efforts. The power supply and system control were also adapted to the new requirements. Additionally, the pipelines and their coatings have been renewed.

The project consists of three parts. As of 2025, the second part has been successfully completed. The third part will be completed by 2026, marking the overall project's completion in Baumgarten. Combined with the valves and actuators replacement project at the Grafendorf compressor station, in which the first part was successfully completed in 2024, and the final part will be completed in 2027. A total of **222 valves and 99 non-manual actuators** will have been replaced at the project's conclusion.



Control room at the Weitendorf compressor station.

Reverse flow initiatives

Due to the changing geopolitical situation and the diversification of natural gas sources, TAG has prepared the technical infrastructure for **physical reverse flow**. Processes and procedures have been established to enable the transport system to switch direction — from Italy to Austria — within a short period, whenever required by the designated transportation profile.

Between Austria and Italy, around 61 changes in flow direction took place within 2025. The process of re-configuring the station to change the flow direction is not fully automated, and resulted in several on-call duties to ensure a safe and reliable transition.

To optimize these processes, a dedicated project – **Automation of Reverse Flow MS Arnoldstein** – was launched at the end of 2022, including the pressure equalization procedure. The detailed engineering was performed in 2024, and the project will be finalized by 2026. This automation enhances operational flexibility in transport, contributes to overall energy resilience, and is expected to eliminate the need for on-call duties for the directional change of flow.

Automating the conversion process at Arnoldstein also strengthens TAG's role in the national gas supply, as imports from Italy are expected to increase in the coming years.

In 2025, TAG allocated approximately **6.7 TWh** to the domestic market, covering:

- 8.28% of the total end customer consumption, or
- 8.96% of the consumption within the Eastern market area,

already underscoring its significant role in the national gas supply. Above that, certain areas within the distribution network can only be supplied via the TAG Pipeline System.

The **security of supply** for the domestic market was ensured throughout the entire year. Even during periods when commercial transport was restricted due to maintenance work, domestic supplies were always guaranteed.

For further increasing TAG's resilience, a dedicated project called **ARGUS** has been started. The project aims to define technical, organizational, and personal measures to take actions according to the principle of "delay, detect, and respond/intervene". Further details can be found in the physical security section of this report (see p. 66).



Changes to the infrastructure at TAG's Arnoldstein Interconnection Point.

Relations with authorities & quality of services

Gas infrastructures in Austria are subject to regulation by E-Control, an independent administrative body with regulatory and control powers in the electricity and natural gas sectors.

E-Control operates in four main areas of regulation:

- **Cost determination and tariffs:** through the approval of the cost methodology, the determination of the allowed cost base, and the definition of the transmission tariffs
- **Market model:** regulating system access, capacity and congestion management, as well as balancing, clearing and settlement in the Austrian market
- **Network development plan:** approval of investments contained in the NDP if technically necessary, economically appropriate, and in line with the objectives of the integrated National Energy and Climate Plan (NECP)
- **Monitoring and supervision:** surveillance of the entire gas market, including prices and security of supply, competition, violations, and compliance with REMIT Regulation

Every three or four years, depending on the duration of the regulatory period, E-Control approves the cost methodology that guarantees coverage of operating costs, depreciation, and a return on net invested capital.

To date, 100% of TAG's revenues are regulated, making tariff regulation an essential element of the company's business, capable of enhancing the value of its infrastructure capital, as well as supporting its investments.

TAG operates in a constantly changing environment and is therefore committed to continuously improving its practices to stay aligned with the requirements set by relevant authorities.

TAG also continuously monitors its operating environment and maintains an active dialogue with E-Control, ensuring that all relevant requirements are properly implemented. The company regularly engages in meetings, working groups, and consultations, contributing its expertise to discussions. In doing so, TAG supports ongoing improvement, with a focus on efficiency, safety, and reliable service. Similar engagement also takes place at the European level, both directly and through industry associations.

Environment, health & safety inspections

In 2025, TAG had **five different types of EHS related inspections** at its stations and projects along the gas pipeline route.

Types of inspections by authorities:

- two labor inspections,
- one municipal fire safety inspection,
- one insurance company inspection and
- one inspection by the general accident insurance services (AUVA).

All of them were successfully passed (100%), thanks to TAG's robust internal regulations, trainings, internal reviews, and audits, and the high level of awareness among employees.



Customer relations

In line with TAG's sustainability efforts, TAG has always strived to build long-term partnerships. According to the **last client satisfaction survey** conducted in November 2024, the overall satisfaction rate was **1.8**, which is considered a strong result (on a scale from 1 to 5, with 1 being the best possible score). Satisfaction levels were consistently rated as very good, and continuous improvement was noted compared to other European TSOs. Communication and professionalism were emphasized as strengths. TAG uses this feedback to improve its services and operations.

TAG is very proud of its long-term cooperations and relationships and regular contact with customers. Over 80% of respondents have worked with TAG for

more than two years, and most have been in contact within the last six months. This is considered as a strong base for a sustainable economic performance of the firm, based on mutual trust.

To ensure customer satisfaction, TAG has offered a capacity exchange service ("reshuffling") since 2025. The reshuffling service is designed for system users who hold a valid, regularly contracted entry or exit, freely or dynamically allocable capacity at a TAG Interconnection Point, with a duration of one year or longer. It allows users to exchange their existing contracted capacity for a new, freely allocable one, as a monthly, quarterly, or yearly product, booked via PRISMA at any other TAG IP.

Management of relationships with suppliers

The quality of TAG's service depends significantly on its suppliers, purchased goods and services, and partnerships with contractors. The TAG Procurement Department centrally manages supplier relationships in accordance with internal directive DIR005, "Procurement Process." All suppliers are recorded in TAG's **material management system** (SAP).

Suppliers may be listed directly if they are qualified vendors of TAG's shareholders for the relevant material group. Otherwise, new suppliers are identified through market scouting and undergo a financial credit check (e.g., via D&B or KSV) before tendering. Due to regulatory and technical requirements, TAG's suppliers are primarily European, with approximately 80% located in Austria, followed by Germany (11%) and Italy (4%), as well as additional suppliers in Europe, North America, and Australia. TAG's procurement processes are transparent and ensure equal opportunity, regardless of company size. Simplified procedures for low-value procurements facilitate the participation of SMEs, particularly local suppliers near TAG's operations.

All suppliers must accept **TAG's Terms and Conditions**. These include the TAG General Terms and Conditions, the General Conditions of Purchase, standardized contracts (for engineering, services,

works, supply and installation), and framework agreements. All contracts include standard provisions regarding confidentiality, the Code of Ethics, HSSEQ regulations, and information security (NIS requirements). These provisions reflect TAG's role as a critical infrastructure operator.

A rolling procurement plan ensures continuity of supply for recurring activities and multi-year projects. TAG prioritizes long-term relationships with qualified suppliers who have industry experience and high-quality standards. Standardized processes, structured tenders, framework agreements, and offer comparisons have steadily reduced procurement risks, claims, and late payments. Limiting direct purchases outside procurement further supports consistent payment terms and realistic billing expectations.

Although TAG has traditionally selected suppliers without dedicated social or environmental criteria, increasing attention is being given to aspects such as **ISO 14001 certification**. Suppliers are evaluated based on executed orders through a multi-departmental, ERP-based vendor evaluation system. Although social and environmental criteria are not yet integrated, TAG plans to extend this evaluation framework, though no formal roadmap has been defined yet.

Physical security

As critical infrastructure, TAG strives to protect its employees, facilities, and assets. For this reason, physical security, as part of corporate security, is an important aspect of its operations. The physical hardening of all locations, combined with access and behavior instructions and restrictions, creates a safe working environment and resilience against intentional attacks on people, assets, and information. At TAG, this is achieved through an **integrated physical security system (ARGUS)**, which works with all fields and areas, especially information and cybersecurity.

The ARGUS Project

The ARGUS Project is an integrated physical security concept established within the company based on the latest physical security principles. Following a risk-based approach, it includes a **property protection and zone plan**, along with hardening, delaying, and monitoring measures based on this plan. It also includes **organizational guidelines** for operating the system.

These measures ensure legal compliance (e.g., RKEG and NISG) and address future challenges in corporate security. In addition to the training measures upon entry and the measures for training internal security regulations, there are mandatory annual training courses on the topics of security, and in particular, physical security.

In addition, the company's security organization can provide training and consulting as a service provider, if necessary. These measures, together with different awareness campaigns, form the basis for a harmonized understanding of security.



Cybersecurity & information security

In today's world, cyber threats are ubiquitous and do not stop at TAG's perimeter. The fact that TAG is a profitable company alone makes it an interesting target for cybercriminals. Moreover, given that TAG's core business is transporting natural gas and considering the geopolitical situation, the risk level has increased.

Legal compliance & the extra mile

TAG is well aware of the constant cyber risk and its responsibility to its many stakeholders. Therefore, the company started implementing cybersecurity measures even before raised demands for them from both European and national legislation. With the **NIS2 (Network and Information Security Systems)** directive, and the **CER (Critical Entities Resilience)** directive, TAG is required to implement a comprehensive set of cutting-edge security measures. These measures are scrutinized by external parties and assessed by competent authorities.

TAG has completed two reporting cycles (2022 and 2025) under the national implementation of NIS and is preparing for the entry into force of the Austrian NIS2 Act in October 2026. Additionally, its established information security management system was certified to the **ISO 27001:2022** standard by the end of 2025. Clearly, TAG is fulfilling its responsibility to European society by providing the essential service of delivering a precious energy carrier to households and industry.

Securing the workplace

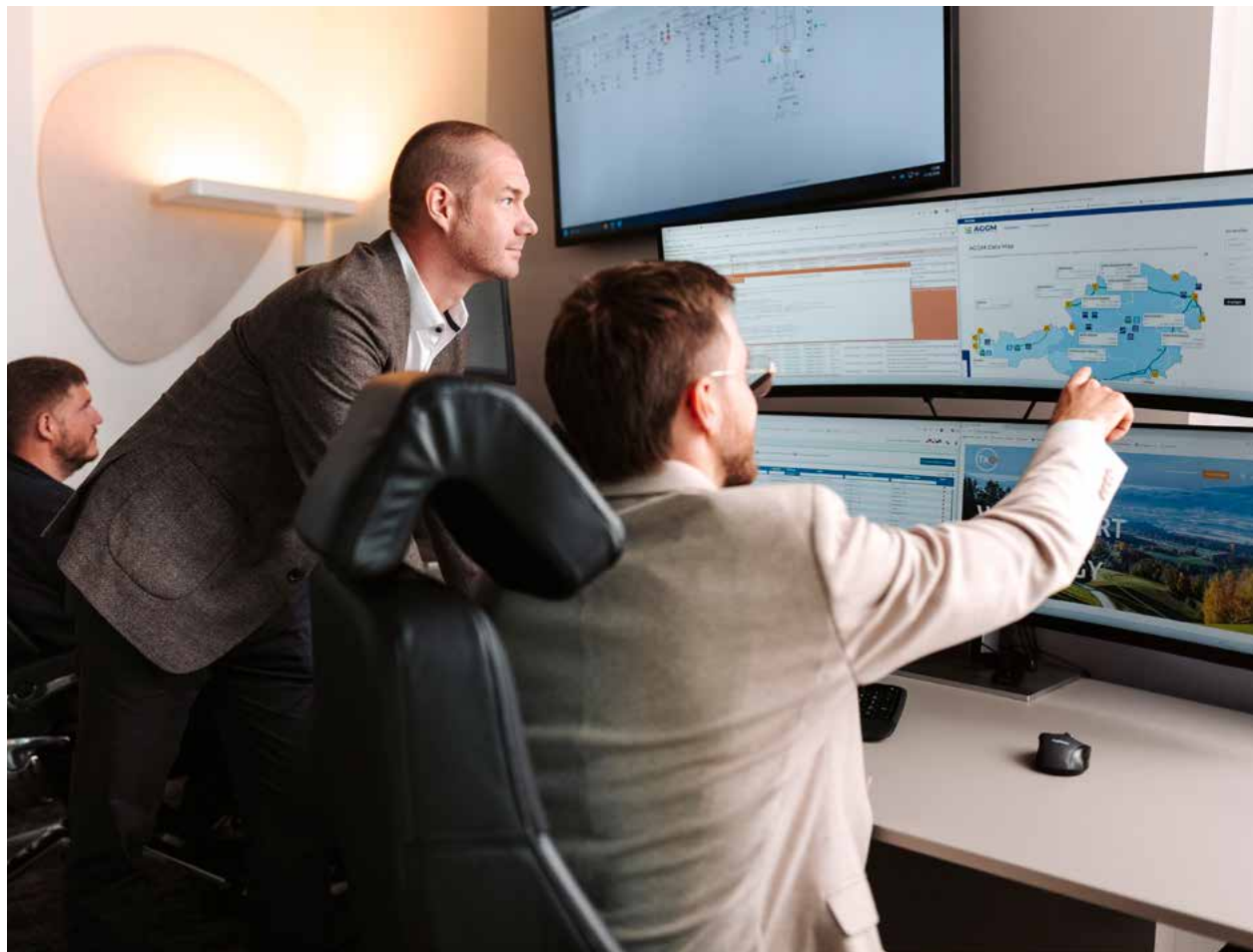
At the same time, the employees of TAG also profit from the company's security endeavors. Making the company more secure and more resilient against cyber threats also means protecting their workplace and themselves as individuals. As a matter of fact, many attack scenarios start out with or involve TAG's employees, simply because social engineering seems to be simpler than a sophisticated, technical attack against its systems.

TAG therefore offers its employees a **comprehensive security training program**, consisting of individual training courses for specific security roles and a broader awareness program. The latter covers topics from information security, IT security, and physical security. The training is always designed to prepare TAG's employees for actual risk scenarios and the latest tricks of threat actors. In 2025, **97%** of the TAG staff participated in the security training program.

No harmful incidents

Through the activities described in the previous sections, TAG was able to **prevent serious incidents** in 2025. Consequently, no mandatory notification in accordance with the Austrian NIS Act was required.

However, one security event that year was significant enough to prompt TAG to voluntarily notify the authorities. The sophisticated, tailored social engineering attack **was stopped before any damage occurred**. Apart from that, regular phishing attempts and other baseline occurrences could be handled without incident thanks to technical and organizational security measures.



TAG ensures that their employees are well-trained in relevant cybersecurity matters.

Innovation & digitalization

Driving innovation & digital transformation

As a cornerstone of the company's strategic development, the IT Department plays a pivotal role in shaping a modern, future-oriented, and sustainable enterprise. Through a series of transformative initiatives, the department has reinforced its commitment to innovation, efficiency, and resilience.

One key project is **implementing a centralized data platform** designed to unify and streamline data access across departments. This platform enhances decision-making capabilities and supports transparency and accountability, which are core principles of ESG.

Another major project is the development of a new **commercial dispatching platform**, tailored to meet evolving business needs with scalability and user-centric design. This platform strengthens TAG's ability to respond to market dynamics while maintaining operational excellence.

Considering the growing importance of cybersecurity, the department has taken decisive steps to enhance IT security. By implementing advanced threat detection systems, conducting regular audits, and promoting a culture of cyber awareness, the company ensures the protection of sensitive data and the integrity of its digital infrastructure.

Together, these initiatives reflect the IT Department's strategic alignment with ESG goals – driving innovation, fostering digital resilience, and supporting sustainable growth.

Shaping the future with new methods & technologies

Several years ago, TAG removed 10 old gas-driven compressors and installed new electric driven compressors instead. This measure allows transportation of gas without emission of NO_x, CO, and CO₂. An initiative to replace gas-driven valve actuators with emission-free actuators is ongoing and will be continued over the next years.

A detailed database of the assets of TAG's main stations is being created. These will then be used to create 3D models. This approach is a best available technique (BAT) and provides one unique set of master data. This ensures that all activities like maintenance, project engineering, hazard and operability studies (HAZOPs), etc., **are based on correct, complete, and up-to-date information and documents**.

New tools (OpenText and SCDash) are being implemented with the aim to provide **easy access to technical documentation** to all employees. As part of this initiative, the hard copy archive for historical technical documentation has been digitalized. In the future, these documents will be made available as well.

When it comes to identification of the exact positions of TAG's assets, both in stations as well as along the pipeline, a **new type of GPS device** has been implemented. These GPS devices are interconnected with TAG's GIS system and online implementation of the position of pipelines, assets, and activities.

Big data analytics have been applied to find trends and identify improvement potential regarding the fiscal metering of gas quality and quantity.

Commitments

In the following tables, our ESG commitments and their status as of 31 December 2025 are presented.

General

Objective	Responsibility	Deadline	Status
ESG Management to be formally defined	Head of HSSEQ	2025 Q4	
Operationalization of ESG (e.g. policies)	ESG Management	2027 Q1	
Develop ESG strategy & key milestones aligned with business strategy	ESG Committee, ESG Management	2027 Q1	
Conduct an ESG focused comprehensive Supplier Risk Assessment	Head of Procurement, ESG Management	2026 Q4	
Climate risks to be embedded into Corporate Risk Management	ESG Management	2026 Q4	

Table 12: TAG's general commitments.

Environment

Objective	Responsibility	Deadline	Status
Be prepared for the EU Methane Emissions Regulation & related reporting	Head of O&M	2025 Q3	
Revision of emission targets & related potential actions	Head of HSSEQ	2026 Q3	
Reaching of Gold Standard & Level 5 reporting for all assets in OGMP 2.0	Head of HSSEQ	2026 Q4	
Introduction of internal carbon price	Head of HSSEQ	2027 Q4	
Wildflower meadow project roll-out in other sites	Head of HSSEQ	2027 Q4	
Biodiversity strategy in line with SBTN	Head of HSSEQ	2027 Q4	
Circular economy & waste management training	Head of HSSEQ	2026 Q4	
Zero pesticides policy implemented	Head of HSSEQ	2027 Q4	

Table 13: TAG's commitments regarding environmental matters.

Social

Objective	Responsibility	Deadline	Status
Conduct a comprehensive Human Right Risk Assessment	ESG Management	2025 Q4	
ESG training for all employees	ESG Management	2026 Q3	
Implement comprehensive employee engagement survey	Head of HR	2027 Q4	
Diversity & unconscious bias training for HoDs	Head of HR	2026 Q4	
Enhanced onboarding & upskilling program	Head of HR	2026 Q4	
Create internal communities	Head of HR	2026 Q4	
Conduct assessment on psychosocial stressors on the job	Head of HSSEQ	2026 Q4	
Continue the recent community investment programs (e.g. Austrian Book Club, Diakonie, Lebenshilfe, Movember) in 2025 & 2026	Head of PR & GS	2026 Q4	

Table 14: TAG's commitments regarding social matters.

Governance

Objective	Responsibility	Deadline	Status
Be prepared for IT/cybersecurity audits, deliver NISG report to authorities & collect ISO27001 certificate	Head of HSSEQ	2025 Q4	
Introduction of a tax compliance system	Head of AFC	2025 Q2	
Corporate Risk Management development	Head of AFC	2025 Q4	
Internal Control System development	Head of AFC	2027 Q2	
Compliance awareness & training in onboarding	Head of Legal & Regulatory Affairs	2026 Q4	
Increase safety awareness with campaign, training & WS	Head of HSSEQ	2026 Q4	
Expand interactive and/or on-site security awareness activities	Head of HSSEQ	2026 Q4	

Table 15: TAG's commitments regarding governance matters.

Annex

Technical information

Name of the reporting entity:	TAG GmbH
Identifier of the reporting entity:	LEI 529900RW4V0E6UKX8N42
Currency of the monetary values in the report:	EUR
NACE sector classification code(s):	NACE H - 49.50 Transport via pipeline
Size of balance sheet in EUR:	685,652,891.89
Turnover in EUR:	180,469,772.94
Number of employees:	197
Employee counting methodology:	At the end of reporting period, by headcount
Country of primary operations and location of significant asset(s):	Austria

Sites	Address	Postal Code	City	Country	GPS coordinates (geolocation)	
					Longitude (WGS84)	Latitude (WGS84)
Registered Head Office	Wiedner Hauptstraße 120 ⁵	1050	Vienna	Austria	16° 21' 41.19"	48° 11' 4.77"
Compressor Station 1	Baumgarten 100	2295	Weiden an der March	Austria	16° 52' 29.5"	48° 18' 57.31"
Compressor Station 2	OMV Weg 1	2492	Eggendorf	Austria	16° 19' 26.73"	47° 52' 30.84"
Compressor Station 3	Lechen 44	8232	Grafendorf	Austria	16° 1' 17.4"	47° 20' 24.18"
Maintenance Center & Valve Station	St. Margarethen 144	8321	St. Margarethen/Raab	Austria	15° 44' 45.2"	47° 3' 5.04"
Compressor Station 4 & Waste Heat Recovery Unit	Kapellenstraße 27	8410	Weitendorf	Austria	15° 28' 18.22"	46° 52' 49.46"
Compressor Station 5	Unternberg 42	9113	Ruden	Austria	14° 45' 28.6"	46° 40' 28.33"

Table 16: TAG's list of operational sites.

⁵ New address from February 2026 onwards: Wienerbergstraße 11, 1100 Vienna

Abbreviations

Short version	Long version, description
BAT	Best Available Technique
CEMS	Continuous Emission Measurement System
CSRD	Corporate Sustainability Reporting Directive, adopted by the European Union
EFRAG	European Financial Reporting Advisory Group
ELCo	Electro-compressor
ERP	Enterprise Resource Planning (System)
ESG	Environmental, Social & Governance
GHG	Greenhouse Gas
HAZOP	Hazard & Operability (Study)
HSchG	HinweisgeberInnenschutzgesetz, the Whistleblower Protection Act in Austria
HSSEQ	Health, Safety, Security, Environment & Quality
KPI	Key Performance Indicator
LDAR	Leak Detection And Repair
OGMP	Oil & Gas Methane Partnership
PCI	Projects of Common Interest
SBTN	Science Based Targets Network
SDG	Sustainable Development Goals defined by the United Nations
TuCo	Gas-driven turbo compressor
VSME	Voluntary Sustainability Reporting Standard for non-listed SME
WA	Weighted average

Table 17: List of uncommon abbreviations.

Many thanks to all TAG's employees who took part in the development of this report and who make efforts to promote sustainability day by day.

TAG is looking forward to receiving feedback and recommendations under the following email address: esg@taggmbh.at

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