

# Corporate Governance Report

As a publicly listed company that operates globally, Semperit AG Holding (Semperit) pursues a business strategy geared towards long-term and sustainable value creation and thus strives to achieve a high degree of transparency for all stakeholders. Transparency in reporting, the continuous development of an efficient system of corporate control, corporate governance that is aligned with the interests of the stakeholders and trusting cooperation between the Executive and Supervisory Boards and among employees form the basis for achieving the corporate goals. The applicable law, the Austrian Corporate Governance Code, the Articles of Association and the rules of procedure for the company's corporate bodies, as well as internal guidelines, provide the framework for this goal (see G1, Sustainability Statement).

## Commitment to the Austrian Corporate Governance Code

The Austrian Corporate Governance Code is a regulatory framework for the management and monitoring of Austrian joint-stock companies. This code contains common international standards and significant related regulations in this context, stipulated in the Austrian Stock Corporation, Stock Exchange and Capital Market Acts. The Austrian Corporate Governance Code is based on the EU recommendations on the tasks of supervisory board members and on the remuneration of executive board members and supervisory board members as well as on the principles set out in the OECD Guidelines for Corporate Governance. The code is aimed at ensuring responsible management and supervision of individual companies and groups, with the goal of creating sustainable and long-lasting value. The code seeks to create a high level of transparency for all company stakeholders.

Companies voluntarily commit to compliance with the guidelines set out in the current version of the Austrian Corporate Governance Code as amended. The version of the Corporate Governance Code that is applicable to the 2024 financial year was published in January 2023 and can be found online at [www.corporate-governance.at](http://www.corporate-governance.at).

## Statement on corporate governance

The Semperit Group hereby declares that it will voluntarily observe the Austrian Corporate Governance Code in its current version and that it also intends to observe the code in the future and justify any behavior to the contrary. Semperit AG Holding complies with all legally binding L-Rules (legal requirements). Unless otherwise declared, the C-Rules (comply or explain) are observed by the relevant bodies and the company.

## Dual management structure

The dual management structure of Semperit AG Holding as a publicly listed stock corporation consists of an Executive Board and a Supervisory Board. Both bodies are strictly separated from each other in terms of personnel and functions and can therefore perform their different tasks independently. The Executive Board is responsible for independently managing the company, while the Supervisory Board is responsible for monitoring it.

## Executive Board

### Composition and function of the Executive Board

At the end of the 2024 financial year, the Executive Board consisted of three members: CEO Karl Haider, CFO Helmut Sorger and CIO Gerfried Eder. The Board has full responsibility for managing the company for the benefit of the business while considering the interests of shareholders and employees as well as the public interest.

The Executive Board's internal rules of procedure regulate the allocation of business responsibilities and the principles of cooperation between members of the Executive Board. Decisions of primary importance are taken by the Board as a whole. The Executive Board is solely responsible for all communications that have a significant impact on how the company is perceived by its stakeholders. Legally binding regulations, the Articles of Association, and the internal rules of procedure for the Executive Board and Supervisory Board laid down by the Supervisory Board form the basis for corporate management.

### Karl Haider (m)<sup>1</sup>

Chief Executive Officer (CEO) since January 11, 2022; term of office ends on March 31, 2025.

Dr. Karl Haider, born in 1965, started his career as a chemical lab technician. He went on to study Technical Chemistry and Economics, eventually going on to complete his doctorate in Technical Chemistry at the Johannes Kepler University Linz (AT). Following his studies, he worked in sales and project management at the voestalpine group before being promoted to Board Member within the Stainless Steel Division. Prior to Semperit, Karl Haider held the position of Chief Commercial Officer at Tata Steel Europe, one of the world's largest steelmaking companies, where his previous roles included managing M&A transactions and acting as Director Operations Downstream. A highly regarded industry expert, he has gained extensive experience at major international industrial corporations throughout his career. In his previous functions, Karl Haider has also held a number of seats on Supervisory Boards at the respective group subsidiaries.

On June 10, 2024, Karl Haider informed the Chairman of the Supervisory Board that he was no longer available for an extension of his Executive Board mandate, which expires on March 31, 2025. On September 26, 2024, the Supervisory Board appointed Manfred Stanek as Chairman of the Executive Board of Semperit AG Holding. Stanek has been a member of the Executive Board since March 1, 2025, and will take over the role of CEO on April 1, 2025; his mandate runs until February 29, 2028.

**Areas of responsibility:** Semperit Engineered Applications Division, Communications & Capital Markets, Corporate Development, ESG, Human Resources, Investor Relations, Manufacturing & Engineering, Mixing Operations

**Additional functions:** Karl Haider has been a member of the Board of Directors of the Swiss Steel Group, based in Switzerland, since May 23, 2024.

### Helmut Sorger (m)<sup>1</sup>

Member of the Executive Board since October 1, 2022, Chief Financial Officer (CFO); term of office ends on September 30, 2028.

Dr. Helmut Sorger was born in 1978 and holds a doctorate in social sciences and economics. He started his career as a research assistant and university lecturer at the Department for Quantitative Management at the Vienna University of Economics and Business. In 2007, he joined Wienerberger and took over as head of external reporting in the same year. In summer 2010, he moved to the USA and served as Director Finance and IT of General Shale Brick. In 2013, he returned to Vienna taking on responsibility as Head of Corporate Reporting of Wienerberger, assumed responsibility as CFO of the North America region for the American financial area of Wienerberger at the beginning of 2015 for the following seven years and supported the division's strategic reorientation and growth course through acquisitions and their rapid integration into the existing organization.

**Areas of responsibility:** Finance, Accounting, Tax, CISO, Compliance, Controlling, Internal Revision, Internal Audit, Legal, Risk Management & Assurance, Business Process Automation, Treasury

**Additional functions:** Currently, he does not hold Supervisory Board mandates in other companies that are not included in the consolidated financial statements pursuant to C Rule 16 of the Austrian Code of Corporate Governance.

### Gerfried Eder (m)<sup>1</sup>

Member of the Executive Board since July 1, 2023; CIO (Chief Industrial Officer); term of office ends on June 30, 2026.

Mag. Gerfried Eder, born in 1972, is responsible in his position for the Semperit Industrial Applications Division, which includes production, marketing and sales of hydraulic and industrial hoses as well as profiles.

Gerfried Eder studied business administration at the Vienna University of Economics and Business Administration and has held various management positions at Semperit since 2000. Prior to his appointment to the Executive Board, he was Managing Director of the Hydraulic and Industrial Hose Production Division with plants in the Czech Republic, Thailand, China, Austria, the USA, India and Singapore.

**Areas of responsibility:** Semperit Industrial Applications Division, Commercial Excellence, HSEQ, Research & Development, Supply Chain Management, Procurement

**Additional functions:** Currently, he does not hold Supervisory Board mandates in other companies that are not included in the consolidated financial statements pursuant to C Rule 16 of the Austrian Corporate Governance Code.

<sup>1</sup> The members of the Executive Board do not belong to any minority; (m) stands for the gender 'male'.

## Supervisory Board

At the end of the 2024 financial year, the Supervisory Board consisted of a total of nine members, of whom six were shareholder representatives elected by the Annual General Meeting and three were employee representatives delegated by the Central Works Council. According to the Articles of Association, at least two members of the Supervisory Board retire every year at the end of the Annual General Meeting. The resulting staggered terms of office for the shareholder representatives on the Supervisory Board enable a continuous exchange and adaptation of the Supervisory Board to possible changes in conditions through regular elections (see also Skills Matrix) and ensure increased accountability towards the shareholders.

The following changes were made to the Supervisory Board in the 2024 financial year: at the 135th Annual General Meeting on April 23, 2024, the number of members of the Supervisory Board was reduced from seven to six members elected by the Annual General Meeting within the limits set out in the Articles of Association. At the end of the Annual General Meeting, Claus Möhlenkamp resigned from the Supervisory Board at his own request. Herbert Ofner left the board on the employee representatives' side. Stephan Büttner was re-elected to the Supervisory Board until the Annual General Meeting that resolves on the discharge for the 2027 financial year. At the subsequent constituent meeting, Thomas Cord Prinzhorn was confirmed as Chairman and Stefan Fida as Deputy Chairman.

### Composition of the Supervisory Board<sup>1</sup>

	Year of birth	First appointed to the Supervisory Board	Current term of office	Supervisory board positions in other listed companies
<b>Shareholder representatives</b>				
Thomas Cord Prinzhorn (m), Chairman <sup>2</sup>	1972	04.25.2023	Until the Annual General Meeting, resolving upon the 2025 financial year	Lenzing AG (Chairman)
Stefan Fida (m), Deputy Chairman <sup>2</sup>	1979	04.29.2014	Until the Annual General Meeting, resolving upon the 2024 financial year	Lenzing AG
Birgit Noggler (f), Member <sup>2</sup>	1974	05.08.2019	Until the Annual General Meeting, resolving upon the 2024 financial year	Raiffeisen Bank International AG, AMAG Austria Metall AG
Stephan Büttner (m), Member <sup>2,3,4</sup>	1973	04.27.2022	Until the Annual General Meeting, resolving upon the 2027 financial year	–
Klaus Friedrich Erkes (m), Member <sup>2</sup>	1958	05.23.2017	Until the Annual General Meeting, resolving upon the 2026 financial year	Simona AG (Chairman)
Marion Weissenberger-Eibl (f), Member <sup>2,3</sup>	1966	04.25.2023	Until the Annual General Meeting, resolving upon the 2025 financial year	MTU Aero Engines AG
<b>Employee representatives</b>				
Monika Müller (f)	1964	04.27.2021	–	<b>Works council function</b> Chairwoman of the Works Council for white-collar workers, Vienna
Michael Schwegelhofer (m)	1975	03.08.2017	–	Deputy Chairman of the Central Works Council of Semperit AG Holding, Chairman of the Works Council for blue-collar workers, Wimpassing, Chairman of the European Works Council
Markus Stocker (m)	1979	01.01.2017	–	Chairman of the Central Works Council of Semperit AG Holding, Chairman of the Works Council for white-collar workers, Wimpassing, Deputy Chairman of the European Works Council

<sup>1</sup> As of December 31, 2024.

<sup>2</sup> Have declared their independence to the Supervisory Board in accordance with C-Rule 53 of the Austrian Corporate Governance Code.

<sup>3</sup> No representation by a shareholder over 10% (C-Rule 54 of the Austrian Corporate Governance Code).

<sup>4</sup> Stephan Büttner is the Chairman of the Executive Board of the AGRANA Beteiligungs-AG.

### Resigned members of the Supervisory Board

	Year of birth	First-time appointment	Term of office
<b>Shareholder representative</b>			
Claus Möhlenkamp (m), Member	1965	07.22.2020	Resigned from office as of 04.23.2024
<b>Employee representative</b>			
Herbert Ofner (m)	1966	04.27.2021	Resigned from office as of 04.23.2024

### Working method and cooperation between the Executive Board and Supervisory Board

The Executive Board and Supervisory Board are committed to managing the company in accordance with the principles of good corporate governance. This management takes place in an open dialogue between the Executive Board and the Supervisory Board as well as within these corporate bodies to ensure its continuous development.

The Executive Board is responsible for all matters not assigned to the Annual General Meeting or the Supervisory Board of the company. In fulfilling these duties, it makes the necessary decisions, takes the necessary measures and is responsible for managing the business in the best interests of the company, taking into account the interests of shareholders and employees as well as the public interest.

At meetings held at least twice a month, the Executive Board discusses current business developments as well as other matters of a strategic, operational and financial nature. The Executive Board is regularly and comprehensively informed about the key financial figures and the performance of the individual divisions and companies in the monthly report. In addition, there is a continuous exchange of information among the Executive Board members and with the respective managers.

The Executive Board's rules of procedure also govern the Executive Board's ongoing reporting to the Supervisory Board and specify a catalog of those transactions and measures that, in addition to legal provisions, require the Supervisory Board's explicit authorization. The Supervisory Board monitors the management of the company and its representation by the Executive Board and supports it in managing the company, particularly in decisions of fundamental importance.

The strategic direction of the company is determined in close cooperation between the Executive Board and the Supervisory Board and is discussed in Supervisory Board meetings at regular intervals.

### Effective work in Supervisory Board committees

In order to perform its advisory and control function efficiently, the Supervisory Board has formed committees to deal with specialist topics and prepare the Supervisory Board's resolutions. These are the Audit Committee, the Nominating and Remuneration Committee, the Strategy and ESG Committee and the Committee for Urgent Issues. At the Supervisory Board meeting on June 26, 2024, the former ESG Committee and the Strategy, Growth and Innovation Committee were combined to form the Strategy and ESG Committee to increase efficiency. The authority to make decisions and pass resolutions rests primarily in the hands of the entire Supervisory Board.

The committees are headed by proven experts. Thomas Cord Prinzhorn, Chairman of the Supervisory Board, chairs the Nominating and Remuneration Committee and the Strategy and ESG Committee. Due to his many years of experience in management and supervisory board functions, he has extensive relevant expertise and practical know-how in these areas. Birgit Noggler chairs the Audit Committee. She is an acknowledged financial expert and, thanks to her many years of management experience in large companies and as a Supervisory Board member of listed companies, she has relevant knowledge of accounting, auditing and risk management issues.

### Meetings of the Supervisory Board and its committees in 2024

The **Supervisory Board** held five meetings and a total of twelve committee meetings in 2024. Overall attendance was 100%. The individual Supervisory Board meetings focused on monitoring Semperit's current business development, the cost reduction program and the integration of the Rico Group as well as various transactions requiring approval, the final conclusion of the sale of the medical business, and the digital transformation of Enterprise Resource Planning (ERP) as part of the OneERP project.

The **Audit Committee** performs its duties in accordance with Article 92 Section 4a of the Austrian Stock Corporation Act and Rule 40 of the Austrian Corporate Governance Code. In 2024, the Audit Committee held four meetings, focusing particularly on the preparation of the adoption of the annual and consolidated financial statements for 2023, monitoring the cost-cutting program, risk management, the internal control system, internal auditing, the compliance organization, IT security, and the preparation of the annual and consolidated

financial statements and integrated reporting in accordance with CSRD for the 2024 financial year. In addition, there was continuous dialog with the auditors and discussion of the quarterly reports.

The **Nominating and Remuneration Committee** held five meetings. The main topics of the committee meetings were the performance assessment and the objectives of the members of the Executive Board as well as the succession plan for the Chairman of the Executive Board. As part of a structured nomination process and a defined requirements profile, the committee drew up a long and a short list with the help of a headhunter, conducted interviews with qualified candidates, and made preparations for the nomination of Manfred Stanek by the Supervisory Board. In the recruitment process, both internal and external candidates, who were evaluated based on the same criteria and qualification requirements, were considered. In addition, the potential and matters regarding succession of the second management level and initiatives for talent management in the company were discussed with the Executive Board. Furthermore, the update of the remuneration policy was developed with an even stronger focus on the long-term sustainable success of the company and the resulting increase in value for the shareholders. As part of the first Corporate Governance Roadshow, Thomas Cord Prinzhorn and Stefan Fida spoke with proxy advisors and institutional investors and provided information about the governance model, succession planning for Supervisory and Executive Board members, as well as the remuneration policy and its planned update.

The **Strategy, Growth and Innovation Committee** and the **ESG Committee** each held one meeting and were merged in June to form the **Strategy and ESG Committee**, which also met once. The three meetings focused on strategic initiatives and growth potential, preparation of the resolution on the Sustainability Report for the 2023 financial year, the planning and execution of CSRD implementation, and the examination of further ESG regulations, their effects on Semperit and their implementation.

The **Committee for Urgent Issues**, headed by Thomas Cord Prinzhorn, did not hold any meetings.

### Composition of the Supervisory Board Committees<sup>1</sup>

Committee	Members
Nominating and Remuneration Committee	Thomas Cord Prinzhorn (Chairman) Stefan Fida Markus Stocker
Audit Committee	Birgit Noggler (Chairwoman, financial expert) Stephan Büttner Stefan Fida Thomas Cord Prinzhorn Markus Stocker Michael Schwiigelhofer
Strategy and ESG Committee (since 06.26.2024)	Thomas Cord Prinzhorn (Chairman) Klaus Friedrich Erkes Birgit Noggler Marion Weissenberger-Eibl Markus Stocker Michael Schwiigelhofer
Committee for Urgent Issues	Thomas Cord Prinzhorn (Chairman) Stefan Fida Markus Stocker

<sup>1</sup> As of December 31, 2024.

### Attendance of shareholder representatives at the meetings

In 2024, the work of the Supervisory Board was again characterized by a very high level of attendance by the individual members of the Supervisory Board. 100% attendance was achieved at both the regular Supervisory Board meetings and the individual committee meetings.

	Supervisory Board (plenum)	Audit Committee	Nominating and Remuneration Committee	Strategy, Growth and Innovation Committee (until 06.26.2024)	ESG Committee (until 06.26.2024)	Strategy and ESG Committee (from 06.26.2024)	Total attendance
<b>Shareholder representative</b>	<b>Attendance/number of meetings (in %)</b>						
Thomas Cord Prinzhorn, Chairman	5/5 (100%)	4/4 (100%)	5/5 (100%)	1/1 (100%)	1/1 (100%)	1/1 (100%)	17/17 (100%)
Stefan Fida, Deputy Chairman	5/5 (100%)	4/4 (100%)	5/5 (100%)		1/1 (100%)		15/15 (100%)
Birgit Noggler, Member	5/5 (100%)	4/4 (100%)		1/1 (100%)	1/1 (100%)	1/1 (100%)	12/12 (100%)
Stephan Büttner, Member	5/5 (100%)	4/4 (100%)					9/9 (100%)
Klaus Friedrich Erkes, Member	5/5 (100%)			1/1 (100%)		1/1 (100%)	7/7 (100%)
Marion Weissenberger-Eibl, Member	5/5 (100%)			1/1 (100%)	1/1 (100%)	1/1 (100%)	8/8 (100%)
Claus Möhlenkamp, Member until 04.23.2024 <sup>1</sup>	1/1 (100%)			1/1 (100%)			2/2 (100%)
<b>Total attendance</b>	<b>31/31 (100%)</b>	<b>16/16 (100%)</b>	<b>10/10 (100%)</b>	<b>5/5 (100%)</b>	<b>4/4 (100%)</b>	<b>4/4 (100%)</b>	<b>70/70 (100%)</b>

<sup>1</sup> On April 23, 2024, Claus Möhlenkamp resigned from the Supervisory Board and thus from the Strategy, Growth and Innovation Committee. He attended the relevant meetings up to the date of his resignation.

### Self-evaluation of the Supervisory Board

Pursuant to C Rule 36 of the Austrian Corporate Governance Code, the Supervisory Board conducts a self-evaluation every year, which serves as a basis for continuous improvement. All members complete questionnaires on an annual basis, which are then discussed in a Supervisory Board meeting. Every three years, this is supplemented by one-on-one interviews with each Supervisory Board member, followed by a workshop to discuss the results and the next steps. The self-evaluation is headed by an external consultant with the support of a team of experts. In 2024, for example, self-evaluation covered the areas of organization and working methods, diversity and succession planning, committee work and training. Overall, the results were very positive, with improvements over previous years.

### Guidelines for the independence of Supervisory Board members

The Supervisory Board adopted the guidelines for independence as per Appendix 1 of the Austrian Corporate Governance Code. According to this, all members of the Supervisory Board declared their independence from the company and its Executive Board. In addition, pursuant to C-Rule 54 of the Austrian Corporate Governance Code, the members Stephan Büttner and Marion Weissenberger-Eibl were not shareholders of the company with an investment of more than 10% each nor did they represent the interests of such shareholders in 2024.

### Remuneration of the Executive and Supervisory Boards

This Corporate Governance Report does not contain any information about the remuneration of the Executive Board and the Supervisory Board. Please refer to the remuneration policy and the separate Remuneration Report for more information. Both documents are published on the company's website. ([www.semperitgroup.com/investor-relations/reports-presentations](http://www.semperitgroup.com/investor-relations/reports-presentations)).

### Directors and Officers (D&O) insurance

Directors and Officers (D&O) insurance has been taken out for the members of the Supervisory Board, the Executive Board and senior executives within the Group. The company bears the related costs. In case of damage, deductibles were agreed for the event that Executive Board members are found to be in breach of duty.

### Shareholdings of members of the Executive and Supervisory Boards as of 31 December 2024

Members of the corporate bodies and persons closely related to them must report their own dealings in the company’s financial instruments. The transaction reports (Directors’ Dealings reports) are published at <https://issuerinfo.oekb.at> and on the Semperit website. The following is an overview of the shareholdings of the members of the corporate bodies as of 31 December 2024, as reported to the company:

Name	Number of shares (units)
Stefan Fida	5,800
Helmut Sorger	2,360
Markus Stocker	79

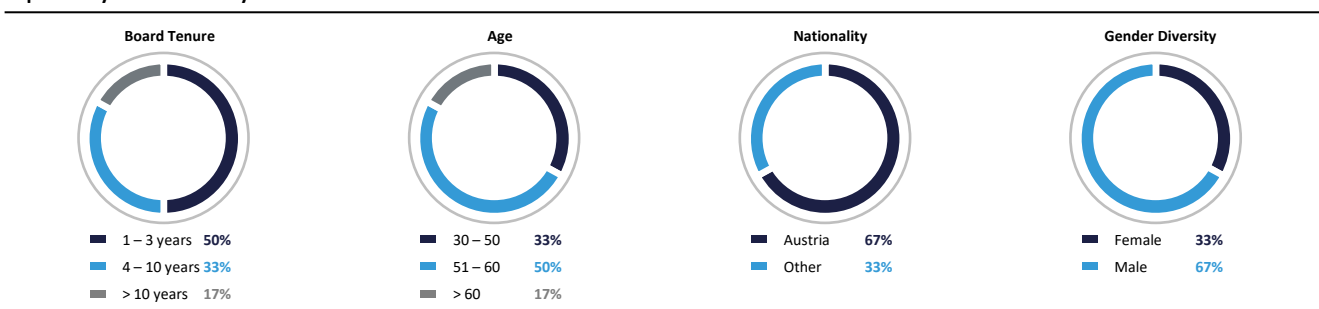
### Success through diversity

The promotion of diversity and inclusion (D&I) is an essential part of Semperit’s sustainability strategy. The vision for diversity and inclusion 2040 is to promote a collaborative and inclusive work culture in which all employees feel both valued and comfortable and are respected as individuals. The goal is to ensure fairness in all aspects. Semperit wants to support reducing unconscious bias and use the diversity in the workforce to its advantage in order to benefit from the experiences and perspectives of people with different cultural imprints and diverse backgrounds (for details see Sustainability Statement).

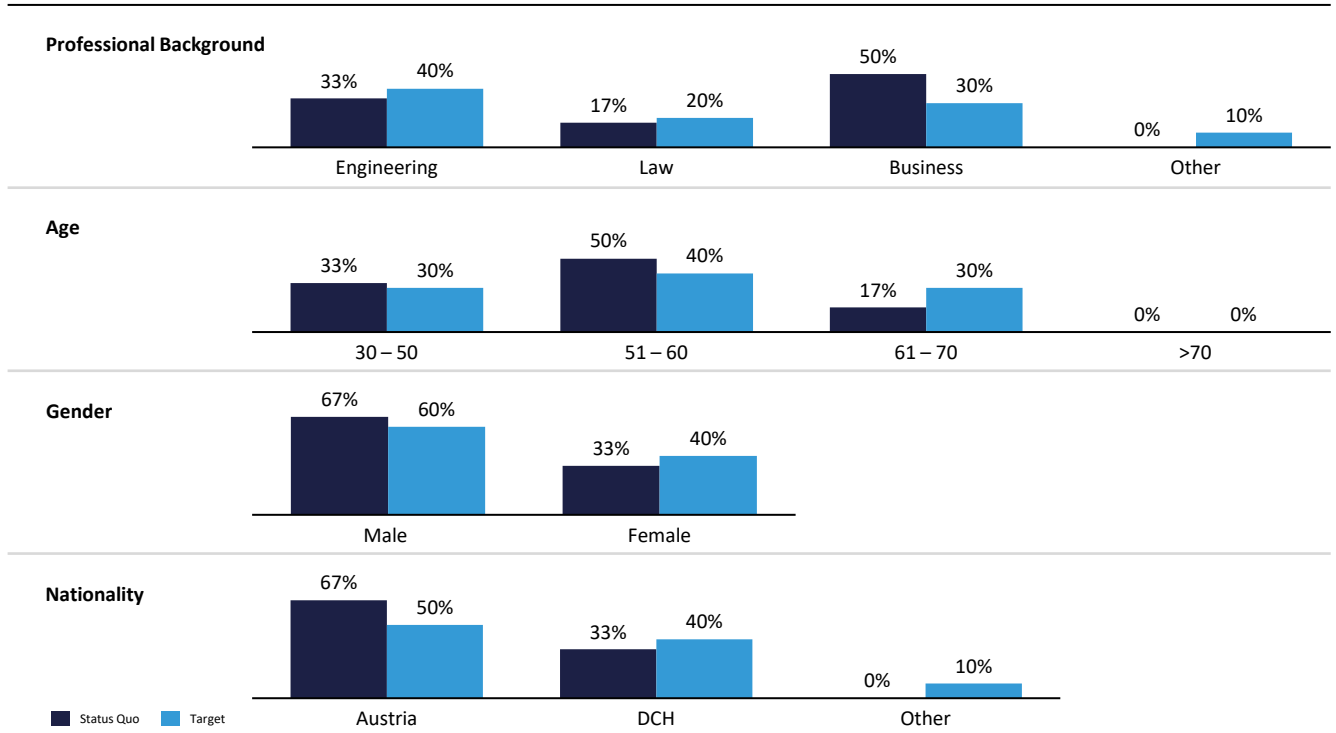
Respect, diversity and inclusion are integral and indispensable elements of the corporate culture and are always considered when filling vacancies. When proposals are made to the Annual General Meeting for filling Supervisory Board positions and when nominating Executive Board members, special importance is attached to expertise and diversity because this contributes significantly to the level of professionalism and efficiency delivered through the work of the Supervisory and Executive Boards. In addition to professional and personal qualifications, aspects such as age, ethnic origin, gender, education, and experience are also factored in. The written version of a diversity concept of the Supervisory Board was adopted on 1 February 2018 and updated in the 2021 financial year. Accordingly, targets set by the Chairman of the Supervisory Board for diversity on the board (shareholder representatives) are evaluated and tracked on the basis of several dimensions (see graphic below).

The shareholder representatives on the Supervisory Board are elected by the Annual General Meeting in accordance with the applicable legal provisions. Currently, the Supervisory Board is composed of two women among the shareholder representatives, which corresponds to a one-third share. Including employee representatives, the share is also one-third. This fully complies with the 30% gender quota, which has been mandatory since 2018.

#### Supervisory Board Diversity – Overview



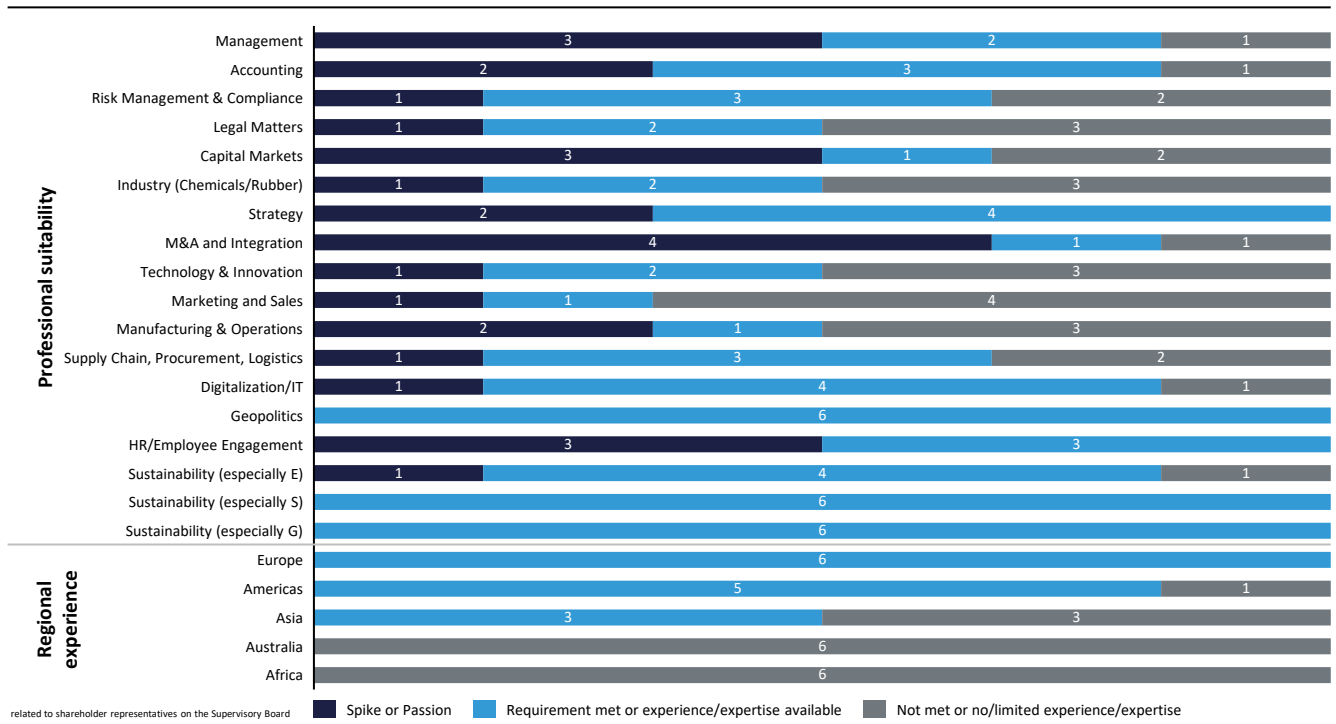
**Supervisory Board Diversity – Tracking of Goals**



**Skills matrix reflects broad expertise**

The Supervisory Board as a whole covers the entire spectrum of areas of expertise that are important for the Semperit Group, such as experience in industry, strategy, M&A, integration and finance. Knowledge in engineering, business administration and law, as well as expertise in digitalization, supply chains and ESG, are complemented by many years of management experience and competence.

**Skills Matrix**





## Advancement of women

Semperit is committed to equal opportunities for all employees – regardless of age, gender, nationality, religion, skin color, or sexual orientation. A person's skills and potential are what counts. The gradual increase in the proportion of women in the Semperit Group, which – typical for an industrial company – is lower than in other sectors, is a central goal. The measures to promote women include flexible working models in the form of flexitime and part-time work as well as special agreements for part-time parental leave.

In a gradual process, Semperit has been pursuing a balanced gender distribution at all hierarchy levels of the Group since 2023 and has defined annually increasing women's quotas as a target until 2030. To simplify matters, Semperit refers to a women's quota in this context, which, however, refers to all non-male genders (non-male gender target). The following targets were set with annual progression:

- 0.5 percentage points increase in the proportion of women across all hierarchy levels compared to the previous year.
- 1.0 percentage point increase in the proportion of women in management compared to the previous year (managers are defined as employees who have at least one direct report).
- 1.0 percentage points increase in the proportion of women in senior management compared to the previous year (senior managers are defined as managers at Job Grade 14 and above).

The proportion of non-male employees will thus be increased throughout the organization, with a clear focus on management functions. Semperit strives to be an attractive employer for all applicants and employees, regardless of gender and other diversity characteristics. These goals are also integrated into the variable salary agreements of the Executive Board (LTI) and those of the employees (STI) who fall under the Group Bonus Policy and should thus support the continuous increase in the proportion of women (see also Sustainability Statement).

At Semperit, as a traditional industrial company with a technical focus, the proportion of women increased to 24.5% group-wide in the 2024 financial year (2023: 23.7%). Currently, there are no women on the Executive Board. Since May 2017, Semperit has already fulfilled the female quota for the Supervisory Board, which has been required by law since 2018. At the top management level (Executive Board and senior leaders), the proportion rose to 14.3% in the reporting year (2023: 11.1%).

## External evaluation

In accordance with C Rule 62 of the Austrian Corporate Governance Code, the Semperit Group commissions an external organization to evaluate its compliance with the stipulations contained in the code and the accuracy of the associated public reporting regularly, at least every three years. The Group reports on the results in the Corporate Governance Report. The last external evaluation took place for the year 2022. This evaluation, which was performed by Ernst & Young Wirtschaftsprüfungsgesellschaft m.b.H., did not identify any facts inconsistent with the declaration of the Executive Board and Supervisory Board found in the 2022 Corporate Governance Report with respect to its compliance with the C Rules of the Austrian Corporate Governance Code. The next evaluation is planned for the year 2025.

Vienna, 19 March 2025

The Executive Board



**Karl Haider**  
CEO



**Helmut Sorger**  
CFO



**Gerfried Eder**  
CIO



**Manfred Stanek**  
Executive Board Member