

Curriculum Vitae

Dr. Stefan Fida



PERSONAL DATA:

Date of birth: 05.10.1979
Place of birth: Vienna
Nationality: Austria
Marital status: married

EDUCATION:

- Bar exam (2009)
- University of Vienna (Mag. iur. 2001, Dr. iur. 2005)
- University of Economics and Business Administration Vienna (Mag. rer. soc. oec. 2005)
- London School of Economics (LL.M. 2003)

PROFESSIONAL CAREER:

- Managing Director, B&C Board AG (since 2022)
- Lawyer, cooperation with Grohs Hofer Rechtsanwälte GmbH (since 2009)
- Associate with Grohs Hofer Rechtsanwälte GmbH (2006-2009)
- Senior Advisor with KPMG Wirtschaftsprüfungs- und Steuerberatungs GmbH (2006)
- Research and teaching assistant of o. Univ. Prof. Dr. Christian Nowotny at the Department of Civil Law, Commercial Law and Securities Law, University of Economics and Business Administration, Vienna (2003-2006)

ADDITIONAL PROFESSIONAL ACTIVITIES:

- Member of the board of two private foundations
- Member of the supervisory board of Lenzing AG
- University lecturer for Corporate Law and Corporate Governance (since 2004)
- Various publications in the field of business and corporate law

Dr. Stefan Fida

c/o Semperit Aktiengesellschaft Holding
Am Belvedere 10
1100 Wien

To the attention of the
General Meeting of
Semperit Aktiengesellschaft Holding

Declaration pursuant to Section 87 para 2 and para 2a Austrian Stock Corporation Act (“AktG”)

On the occasion of my nomination for the election as member to the Supervisory Board of Semperit Aktiengesellschaft Holding by resolution of the General Meeting to be held on 23 April 2025, I declare pursuant to Section 87 para 2 and para 2a Austrian Stock Corporation Act as follows:

I am not aware of any circumstances which might give rise to concerns that I may be biased. With regard to Rule 53 Austrian Code of Corporate Governance and the guidelines for independence adopted by the Supervisory Board of the Company (see Annex I.) I further declare that I do not have any business or personal relations to the Company or its Management Board which constitutes a material conflict of interests.

For the purpose of certification of my professional qualification I refer to my curriculum vitae, which also states my professional and relevant other functions at the time of election.

With regard to Section 86 para 2 and para 4, Section 87 para 2 and para 2a Austrian Stock Corporation Act, I confirm as follows:

1. I am not a member of the Supervisory Board or Administrative Board in ten other corporations (*Kapitalgesellschaften*) (whereby activities as Chairman count twice);¹
2. I am not the legal representative (member of the Management Board, managing director, liquidator) of any subsidiary of Semperit Aktiengesellschaft Holding;
3. I am not the legal representative (member of the Management Board, managing director, liquidator) of any other corporation which has a member of the Management Board of Semperit Aktiengesellschaft Holding on its Supervisory or Administrative Board (except for group companies or affiliated companies);

¹ Up to ten positions as a member of the supervisory board, in which the member was elected or sent to preserve the interests of the state, a federal state, a union of municipalities, a municipality or of a undertaking being affiliated with the Company or having a commercial participation in the Company (Section 189a pt 2 Austrian Commercial Code, “UGB”), do not count towards the maximum number of ten corporations.

4. I am not a member of the Supervisory Board or the Administrative Board in eight other listed companies (whereby activities as Chairman count twice);
5. During the last two years, I have not been a member of the Management Board of Semperit Aktiengesellschaft Holding; and
6. I have not been finally convicted by a court of law of a criminal act which would question my professional reliability.

I will be glad to answer any questions before and/or at the Annual General Meeting on 23 April 2025.

In case I am elected I will gladly accept such election.

Munne, 18.3.2025

Place, Date



Name/Signature

Annex I.

Guidelines for Independence

A member of the supervisory board shall be deemed as independent if said member does not have any business or personal relations with the company or its management board that constitute a material conflict of interests and is therefore suited to influence the behaviour of the member.

The supervisory board shall also follow the guidelines below when defining the criteria for the assessment of the independence of a member of the supervisory board:

- The supervisory board member shall not have served as member of the management board or as a management-level staff of the company or one of its subsidiaries in the past five years.
- The supervisory board member shall not maintain or have maintained in the past year any business relations with the company or one of its subsidiaries to an extent of significance for the member of the supervisory board. This shall also apply to relationships with companies in which a member of the supervisory board has a considerable economic interest, but not for exercising functions in the bodies of the group. The approval of individual transactions by the supervisory board pursuant to L-Rule 48 does not automatically mean the person is qualified as not independent.
- The supervisory board member shall not have acted as auditor of the company or have owned a share in the auditing company or have worked there as an employee in the past three years.
- The supervisory board member shall not be a member of the management board of another company in which a member of the management board of the company is a supervisory board member.
- A supervisory board member may not remain on the supervisory board for more than 15 years. This shall not apply to supervisory board members who are shareholders with a direct investment in the company or who represent the interests of such a shareholder.
- The supervisory board member shall not be a closely related (direct offspring, spouses, life partners, parents, uncles, aunts, sisters, nieces, nephews) of a member of the management board or of persons who hold one of the aforementioned positions.