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## REMUNERATION REPORT OF MAYR-MELNHOF KARTON AG FOR THE FINANCIAL YEAR 2023

Dear Shareholders,

We are pleased to present the remuneration report for the financial year 2023. With this report, we implement the requirements of Section 78 c and Section 98 a of the Austrian Stock Corporation Act (AktG) and provide a comprehensive overview of the remuneration granted and owed to the members of the Management Board and Supervisory Board in 2023. The remuneration report was prepared by the Management Board and the Supervisory Board and is to be submitted to the 30<sup>th</sup> Annual General Meeting on April 24, 2024 for voting.

Our report builds on shareholders' experiences and reactions regarding the disclosure of the previous year's remuneration. The financial year 2023 was marked by a challenging economic environment in the MM Board & Paper division. This is reflected in this year's key figures. The development of the company is taken into account in the structure of the annual variable remuneration. In addition, the long-term target orientation in form of the 3-years-operating profit-margin contributes to the sustainable development of the performance of the MM Group. The inclusion of non-financial components, especially occupational accidents, has resulted in a reduction of the number of occupational accidents in the financial year 2023. The annual management bonus scheme relates uniformly to the financial performance indicators EBITDA, earnings per share and return on capital employed (ROCE) as well as non-financial performance indicators.

The Management Board and the Supervisory Board of Mayr-Melnhof Karton AG have set themselves the goal of increasing the transparency of remuneration in the remuneration report in order to allow shareholders to comprehensively and fully understand the remuneration granted and owed as well as to align the disclosure with international standards. By deferring discretionary remuneration components, the result of the vote at the 29<sup>th</sup> Annual General Meeting was taken into account.

For the financial year 2023, the more transparent remuneration policy which was put to vote at the 28<sup>th</sup> Annual General Meeting on April 27, 2022, is applied. It was revised taking into account feedback from shareholders and international governance standards.

## Financial year 2023

After the record result of the previous year, the MM Group faced a significantly lower demand in the paper and cartonboard industry as well as increasing price pressure in 2023. In addition to destocking in the supply chain, inflation-related changes in consumer behaviour which led to lower consumption of everyday goods and the overall economic slowdown in our European main markets were the main causes.

The difficult general conditions were reflected in particular in the weak result and volume development in the division MM Board & Paper. In addition to significant market-related machine downtimes, there was also considerable capex-related downtime as part of the implementation of the so far most extensive modernisation programme at three large cartonboard mills.

In contrast, the division MM Packaging recorded an overall solid performance despite a heterogeneous packaging market. Furthermore, last year's acquisitions in the resilient area of pharmaceutical packaging were successfully integrated with a result development above plan.

The decrease in adjusted operating profit to EUR 229.2 million after EUR 562.4 million in 2022 was primarily volume- and price-related from the division MM Board & Paper, while MM Packaging recorded a significant increase. The Group's operating margin was therefore 5.5 % (2022: 12.0 %) and the return on capital employed was 6.5 % (2022: 17.9 %). Adjusted EBITDA amounted to EUR 450.2 million (2022: EUR 769.0 million), resulting in an EBITDA margin of 10.8 % (2022: 16.4 %).

Financial income went up to EUR 8.7 million (2022: EUR 4.3 million). The increase in financial expenses from EUR -32.1 million to EUR -58.3 million resulted in particular from the rise in interest rates for variable-interest loans and further financing of the accomplished acquisitions and organic growth projects. "Other financial result - net" changed to EUR -11.4 million (2022: EUR -15.5 million), in particular owing to foreign exchange effects.

Profit before tax was EUR 136.7 million compared to EUR 467.0 million in the previous year. Income tax expense amounted to EUR 47.6 million (2022: EUR 121.7 million), resulting in an effective Group tax rate of 34.8 % (2022: 26.1 %).

# 1 PRESENTATION OF THE TOTAL REMUNERATION OF THE MEMBERS OF THE MANAGEMENT BOARD

## 1.1 Main Features of the Remuneration Policy

The currently valid principles of the remuneration policy of the members of the Management Board and the Supervisory Board of Mayr-Melnhof Karton AG were drawn up based on the proposal of the Presidium, which assumes the tasks of a Compensation Committee, by resolution of the Supervisory Board at its meeting on March 14, 2022 and presented for resolution at the 28<sup>th</sup> Annual General Meeting on April 27, 2022. The complete Remuneration Policy is available on the Company's website at <https://www.mm.group/en/about-us/responsibility/corporate-governance/>.

The remuneration policy is intended to ensure that the total remuneration of the Management Board includes appropriate incentives to promote the implementation of corporate strategy and the long-term development of the Company. The remuneration of the Management Board is to be commensurate with the Company's situation and in line with market conditions for usual remuneration in comparable companies. To this end, remuneration in industrial companies of comparable and ascending size beyond the DACH region from the international labour market is used to attract and retain qualified Management Board members.

The members of the Management Board receive both fixed and variable remuneration. The variable components of remuneration are granted on the condition that several performance criteria are met. The **variable remuneration** components of the Management Board's compensation provide an incentive for corporate development with sustainable value creation at reasonable risk.

The remuneration of the Management Board is made up as follows:

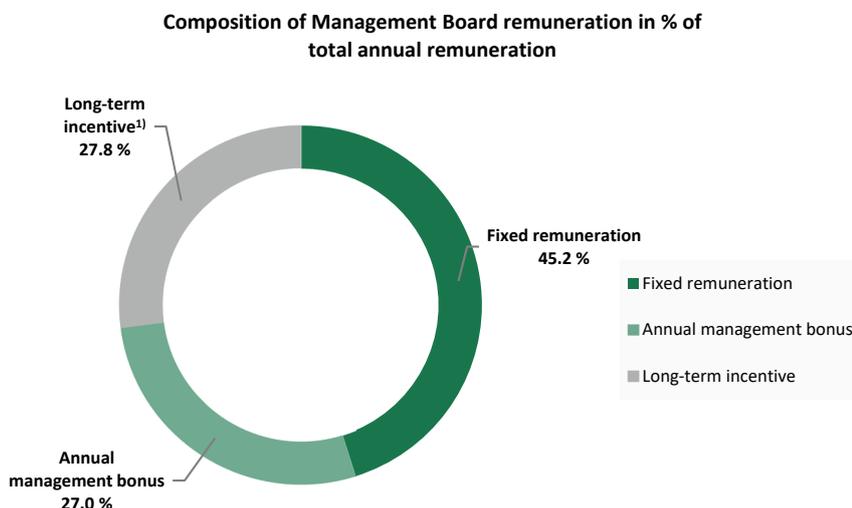
Remuneration components <sup>1)</sup>	Description
<b>Fixed remuneration</b>	
Base salary	The base salary is intended to be a competitive income that takes into account the scope of responsibility and duties of the individual board members as well as the complexity of the tasks.
Other remuneration	Other remuneration includes accident and D&O insurance as well as the right to a company car. The Chairman of the Management Board is also provided with a driver.
Pension provision	Depending on the contractual arrangement: pension contributions to an inter-company pension fund or pension replacement benefits
<b>Variable remuneration</b>	
Performance-related bonus	Annual management bonus, measured by Group key indicators for EBITDA, profit for the year and return on capital employed (ROCE) as well as by non financial performance indicators
Long-term incentive	Management bonus over an observation period of three years based on a target-operating profit-margin within the framework of the multi-year plan. To be applied for the first time as of the financial year 2021. Payment will be made in the year of the Annual General Meeting that decides on the last year of the three-year plan.

<sup>1)</sup> The caps, the minimum amount and the target values of the management bonus as well as the bonus for the reduction in the non-financial key figures for Peter Oswald and Franz Hiesinger are value-hedged annually by the CPI 2015. Due to economic developments, the Management Board has decided not to hedge the value of the fixed and variable remuneration for 2024 and has therefore suspended it.

The total remuneration that is composed of the fixed and variable remuneration components is provided with a maximum limit. Furthermore, the included annual performance related component as well as the long-term incentive component are also limited to a maximum gross amount per annum.

Due to the economic development, the Management Board has waived value protection for 2024, which is therefore suspended.

The total annual remuneration of the Management Board in 2023 (incl. long-term incentive) is divided based on the actual target achievement as follows:



<sup>1)</sup> The long-term incentive relates to the earned third from the 2021 - 2023 tranche, the earned third from the 2022 - 2024 tranche and the earned third from the 2023 - 2025 tranche.

The individual components and their basis of calculation are explained in detail below.

#### Variable remuneration - annual management bonus

One part of the variable remuneration for the financial year 2023 consists of a performance related bonus, measured by the following quantitative Group key indicators:

- a) **EBITDA** (Earnings before Interest, Income Taxes, Depreciation and Amortisation) is calculated as operating profit plus depreciation, amortisation and impairment of property, plant and equipment and intangible assets. This measure reflects the operating profitability of the Mayr-Melnhof Group.
- b) **Earnings per share** is taken into account as a short-term financial performance indicator for the annual result.
- c) **Return on capital employed (ROCE)** is calculated as operating profit divided by the sum of average total equity, average current and non-current interest-bearing financial liabilities including lease liabilities according to IFRS 16, less average cash and cash equivalents. ROCE is a key indicator for assessing capital efficiency and profitability and is intended to ensure economically balanced growth.

These key indicators are adjusted on the basis of the IFRS consolidated financial statements for non-recurring income and non-recurring expenses if they exceed EUR 10 million and were not included in the budget (e.g., restructuring, gains/losses from disposals of assets, etc.). In addition, in case of acquisitions and company disposals during a financial year, the financial ratios are adjusted according to the periods in which these acquisitions and company disposals affect the ratios.

In addition to financial targets, the annual management bonus scheme also takes into account the achievement of non financial performance indicators:

- Reduction of occupational accidents for all members of the Management Board
- Reduction of CO<sub>2</sub> consumption per ton of cartonboard: additional for the CEO

For the change in non-financial targets compared with the previous year, acquisitions in the year of acquisition and the following year are not to be taken into account. In case of disposals of companies, the corresponding figures for the previous year are to be adjusted in a way that these companies are also excluded for the previous year.

The majority of the variable remuneration is based on financial targets.

The target values of the performance indicators are determined by the Presidium within the framework of the periodic budgets. Targets are set in each case for a board period or also annually.

**Table 1: Targets for the annual bonus per Management Board member based on achievement of the performance indicators**

Performance indicator (in thousands of EUR)	Peter Oswald		Franz Hiesinger	
	100 % target achievement	Capping	100 % target achievement	Capping
EBITDA	936	-	397	639
Earnings per share	936	-	397	639
ROCE	936	-	397	639
Reduction of occupational accidents	110	110	66	66
Reduction CO <sub>2</sub> /t cartonboard	110	110	-	-
<b>Total</b>	<b>3,030</b>	<b>4,063</b>	<b>1,256</b>	<b>1,983</b>

If the total entitlement to the annual management bonus achieved in the respective financial year is less than thous. EUR 1,393 (2022: thous. EUR 1,264), taking into account the additions or deductions resulting from the deviation between target figures and actual target achievement, the annual management bonus for the Chairman of the Management Board is at least thous. EUR 1,393 (2022: thous. EUR 1,264). There is no such minimum bonus for Franz Hiesinger. If the total entitlement exceeds the total maximum amount, the cap applies. With exception of the Chairman of the Management Board, the entitlements resulting from the achievement of the individual target key indicators are also capped by a maximum amount (see Table 1).

With exception of the Chairman of the Management Board, the annual management bonus in the Group is linked to the condition that an EBIT threshold of thous. EUR 220,350 (2022: thous. EUR 200,000) is reached in the financial year 2023.

If this threshold is not exceeded, no annual management bonus is due. From the financial year 2023 onwards, this EBIT threshold is subject to value protection, which is suspended for 2024.

### Calculation of the annual management bonus



If occupational accidents are reduced compared to the previous year, the amount of the premium related to this indicator is the target bonus. If remaining unchanged or increasing, the target bonus from this non-financial target does not apply (taking into account a possible minimum limit for Peter Oswald with regard to the total bonus). The same applies to the reduction of specific CO<sub>2</sub> emissions per ton cartonboard for Peter Oswald.

### Variable remuneration - long-term incentive ("LTI")

The basis for the LTI is the planning of the Operating Profit margin for the next three years based on a three-year plan. For an Operating Profit margin determined at the beginning, the Management Board is entitled to a bonus in a defined amount. Deviations from this average Operating Profit margin lead to additions or deductions from this amount. The first payment of long-term incentive is made in the year of the Annual General Meeting (2024) which decides on the last year (2023) of the three-year plan (2021-2023).

### Process of the long-term incentive scheme:



Table 2: Long-term incentive p.a. (LTI):

(in thousands of EUR)	Peter Oswald <sup>1)</sup>			Franz Hiesinger <sup>1)</sup>		
	100 % Target achievement	Capping	Minimum	100 % Target achievement	Capping	Minimum
LTI	936	1,393	348	397	551	-

<sup>1)</sup> The caps and the minimum amount of the long-term incentive of Peter Oswald and Franz Hiesinger are adjusted annually by the CPI 2015. Due to the economic development, the Management Board has waived value protection for 2024, which is therefore suspended.

If the total entitlement to the long-term incentive achieved at the end of the observation period is less than thous. EUR 348, taking into account the additions or deductions resulting from the deviation between the target key indicator and the actual target achievement, the long-term incentive for the Chairman of the Management Board is at least thous. EUR 348. There is no such minimum long-term incentive for Franz Hiesinger.

## 1.2 Presentation of the total remuneration of the Management Board

**Table 3: Remuneration granted or owed per Management Board member in the financial years 2022 and 2023:**

(in EUR)	Peter Oswald		Franz Hiesinger	
	2023	2022	2023	2022
<b>Fixed remuneration (non-performance-related)</b>	<b>1,544,331</b>	<b>1,402,826</b>	<b>720,177</b>	<b>666,778</b>
Base salary	1,276,894	1,158,965	578,293	524,885
Other remuneration (company car, insurance)	12,058	12,068	11,884	11,893
Contributions to the inter-company pension fund	-	-	130,000	130,000
Pension replacement payment	255,379	231,793	-	-
<b>Variable remuneration (performance-related)</b>	<b>2,361,580</b>	<b>4,277,615</b>	<b>387,361</b>	<b>2,075,555</b>
Annual management bonus*	1,392,976	3,687,615	-	1,800,000
<i>Payment from previous year(s)</i>	<i>3,687,615</i>	<i>2,548,805</i>	<i>1,800,000</i>	<i>1,059,522</i>
Long-term incentive	968,604	590,000	387,361	275,555
<b>Other remuneration</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total</b>	<b>3,905,911</b>	<b>5,680,441</b>	<b>1,107,537</b>	<b>2,742,333</b>
<i>thereof relative share non-performance-related</i>	<i>39.5 %</i>	<i>24.7 %</i>	<i>65.0 %</i>	<i>24.3 %</i>
<i>thereof relative share performance-related</i>	<i>60.5 %</i>	<i>75.3 %</i>	<i>35.0 %</i>	<i>75.7 %</i>

<sup>1)</sup> incl. minimum bonus

The remuneration granted relates to remuneration components that are economically attributable to this reporting period based on legal or contractual obligations, but whose final determination and payment will only take place in (a) later period(s). This concerns the respective annual tranches within the 3-year observation period of the long-term incentive scheme. This does not include allocations to provisions for severance payments and pensions. These can be found in the notes to the consolidated financial statements, section 15.

The remuneration owed includes the amounts actually received by the member of the Management Board within the reporting period which are attributable to this reporting period as well as the entitlements finally acquired for this period, even if payment is not made until a later period. This concerns, inter alia, the base salary, non-monetary remuneration, pension and insurance contributions as well as the annual management bonus. The non-monetary remuneration (e.g., for company cars) is stated with taxable non-monetary remuneration values.

In the financial year 2023, post-employment benefits totaling EUR 4,407,648 (2022: EUR 1,036,791) were paid to former members of the Management Board, of which EUR 3,200,483 were paid to Andreas Blaschke.

Andreas Blaschke resigned from the Management Board with effect from October 31, 2022. The employment contract ended by mutual agreement on April 30, 2023. The annual management bonus for the financial year 2022 was paid out after the Annual Shareholders' Meeting in 2023 in accordance with the results and the contract. The annual management bonus for the short year 2023 was settled by a payment of one third (due to the factoring) of the average of the annual management bonuses 2020 - 2022 in the amount of thous. EUR 465. The long-term incentive for the periods 2021 - 2023, 2022 - 2024 and 2023 - 2025 were settled with a lump-sum payment of thous. EUR 800. Furthermore, the current base salary for the period until April 30, 2023 in the amount of thous. EUR 156 as well as a compensation for non-competition in the amount of thous. EUR 600 (of which thous. EUR 343 were paid out in 2023) were remunerated. The existing pension entitlements of Andreas Blaschke were transferred to an inter-company pension fund with a one-time and mutually agreed transfer amount of thous. EUR 4,500.

### 1.3 Determination of the variable remuneration

Based on the achievement of the financial and non-financial performance indicators and the exceeding of the EBIT threshold as a condition for the annual management bonus, the Remuneration Committee decided on an annual management bonus for the past financial year in the following amount:

**Table 4: Entitlement to annual bonus per Management Board member in 2023**

	Peter Oswald	Franz Hiesinger <sup>1)</sup>
<b>Bonus for 100 % target achievement (in EUR)</b>	<b>3,029,824</b>	<b>1,256,001</b>
+ Additions/deductions per deviation from target figure		
EBITDA	(572,370)	(228,948)
Earnings per share	(562,580)	(241,106)
ROCE	(555,000)	(222,000)
Reduction of occupational accidents	0	0
Reduction CO <sub>2</sub> /t cartonboard	0	-
<b>Total addition/deduction</b>	<b>(1,689,950)</b>	<b>(692,054)</b>
<b>Annual management bonus (without minimum bonus)</b>	<b>1,339,874</b>	<b>563,948</b>
Minimum bonus	1,392,976	-
<b>Annual management bonus</b>	<b>1,392,976</b>	<b>0</b>

<sup>1)</sup> Franz Hiesinger has an additional minimum Group EBIT target of EUR 220.35 million for the achievement of a variable management bonus. This was not achieved in 2023.

**Table 5: Weighting of key figures in relation to annual management bonus in 2023 and 2022**

	Peter Oswald		Franz Hiesinger	
	2023	2022	2023	2022
<b>Annual management bonus (in EUR)</b>	<b>1,392,976</b>	<b>3,687,615</b>	<b>0</b>	<b>1,800,000</b>
<b>Weighting in %</b>				
EBITDA	n.a.	40.9 %	n.a.	40.4 %
Earnings per share	n.a.	31.0 %	n.a.	30.8 %
ROCE	n.a.	26.6 %	n.a.	26.6 %
Reduction of occupational accidents	n.a.	1.5 %	n.a.	2.2 %
Reduction CO <sub>2</sub> /t cartonboard	n.a.	0.0 %	n.a.	-
<b>Total</b>	<b>n/a</b>	<b>100 %</b>	<b>n/a</b>	<b>100 %</b>

The weighting is not shown, as no annual management bonus is granted in this year. In the case of the Chairman of the Management Board, the minimum amount is granted.

**Table 6: Target achievement of the key figures in 2023 and 2022**

Key figures	Target achievement in %	
	2023	2022
EBITDA	68.7 %	152.2 %
Earnings per share	35.6 %	176.8 %
ROCE	60.2 %	156.8 %
Reduction of occupational accidents	100 %	100 %
Reduction CO <sub>2</sub> /t cartonboard	100 %	0 %

For the key indicators for the annual management bonus and the long-term incentive, the results of acquired companies since belonging to the Group (2022: Eson Pac, Essentra Packaging) and expenses in connection with the acquisitions were not taken into account. Furthermore, the key figures 2022 were adjusted for non-recurring income and non-recurring expenses exceeding EUR 10 million if not included in the budget. In the financial year 2022, this concerned the expenses from the sale of MM Polygrafoformlenie Packaging, MM Polygrafoformlenie Rotogravure, Tann Nevskiy incl. consulting costs as well as expenses in connection with the restructuring at MM Kolicovo. There were no adjustments in the financial year 2023.

For the change in non-financial targets compared to the previous year, acquisitions in the year of acquisition and the following year are not to be taken into account.

Based on the expected target achievement of the average EBIT margin for the periods 2021 - 2023, 2022 - 2024 and 2023 - 2025, the following long-term incentive was granted for the 2023 tranche:

**Table 7: Entitlement to the long-term incentive (tranche 2021-2023)**

	<b>Peter Oswald</b>	<b>Franz Hiesinger</b>
<b>Bonus for 100 % target achievement (in EUR)</b>	<b>936,491</b>	<b>396,632</b>
+ Additions/deductions per deviation from expected average EBIT margin	46,094	15,365
<b>LTI total</b>	<b>982,585</b>	<b>411,997</b>
<b>LTI Tranche 2023</b>	<b>552,585</b>	<b>217,553</b>

This tranche will be paid out after the 30<sup>th</sup> Annual Shareholder's Meeting on April 24, 2024.

**Table 8: Expected entitlement to the long-term incentive (tranche 2022-2024)**

	<b>Peter Oswald</b>	<b>Franz Hiesinger</b>
<b>Bonus for 100 % target achievement (in EUR)</b>	<b>936,491</b>	<b>396,632</b>
+ Additions/deductions per deviation from expected average EBIT margin	(145,801)	(48,600)
<b>LTI total</b>	<b>790,690</b>	<b>348,032</b>
<b>LTI Tranche 2023</b>	<b>202,127</b>	<b>70,354</b>

**Table 9: Expected entitlement to the long-term incentive (tranche 2023-2025)**

	<b>Peter Oswald</b>	<b>Franz Hiesinger</b>
<b>Bonus for 100 % target achievement (in EUR)</b>	<b>936,491</b>	<b>396,632</b>
+ Additions/deductions per deviation from expected average EBIT margin	(294,814)	(98,271)
<b>LTI total</b>	<b>641,677</b>	<b>298,361</b>
<b>LTI Tranche 2023</b>	<b>213,892</b>	<b>99,454</b>

A possible clawback of variable components according to the remuneration policy was not applied in the financial years 2022 and 2023.

## 1.4 Annual change in total remuneration, economic performance of the Company and average remuneration of other employees of the Company

**Table 10: Annual change**

	Value for the 2023 financial year	2022 vs. 2023		2021 vs. 2022		2020 vs. 2021	
		Relative change	Absolute change	Relative change	Absolute change	Relative change	Absolute change
<b>Total remuneration of the Management Board members</b>							
Peter Oswald	3,905,911	-31.2 %	-1,774,530	-3.1 %	-180,100	+13.8 %	+711,227
Franz Hiesinger	1,107,537	-59.6 %	-1,634,796	+25.6 %	+559,334	-1.9 %	-42,814
<b>Economic performance<sup>1)</sup> (Company Performance)</b>							
ROCE	5.6 %	-65.6 %	-1,070 bp	+27.3 %	+350 bp	-6.6 %	-90 bp
EBIT Margin	4.7 %	-56.5 %	-620 bp	+23.9 %	+210 bp	+3.3 %	30 bp
Earnings per share (EUR)	4.4	-74.6 %	-12.8	+82.5 %	+7.8	+17.4 %	+1.4
EBITDA (in millions of EUR)	419.0	-42.6 %	-310.9	+73.4 %	+308.9	+5.5 %	+22.1
<b>Average remuneration of other employees (full-time equivalents)</b>							
Employees in Austria (in thousands of EUR)	70.2	+3.2 %	+2	+7.3 %	+5	+3.3 %	+2

<sup>1)</sup> The KPIs shown are unadjusted values. For information on adjustments, please refer to table 6.

## 2 PRESENTATION OF THE TOTAL REMUNERATION OF THE MEMBERS OF THE SUPERVISORY BOARD

### 2.1 Basic Features of the Remuneration Policy

The remuneration of the shareholder representatives on the Supervisory Board for the current financial year is decided by the Shareholders' Meeting in the following year and is paid subsequently. The members of the Supervisory Board receive a basic remuneration as well as attendance fees for their work. The basic remuneration is indexed to the CPI. Due to the economic development, the Supervisory Board has waived value protection for 2023, which is therefore suspended. The basic remuneration for the 2023 financial year for the individual members of the Supervisory Board is as follows:

**Table 11: Basic remuneration 2023 per Supervisory Board member (in EUR)**

<b>Chairman of the Supervisory Board</b>	
Wolfgang Eder (since April 26, 2023)	114,829
Rainer Zellner (until April 26, 2023)	57,414
<b>Deputy Chairmen</b>	
Nikolaus Ankershofen	86,121
Johannes Goess-Saurau	86,121
<b>Chairman Audit Committee</b>	
Klaus Rabel	68,897
<b>Other members of the Supervisory Board</b>	
Alexander Leeb	57,414
Georg Mayr-Melnhof	57,414
Ferdinand Mayr-Melnhof-Saurau	57,414

## 2.2 Presentation of the total remuneration of the Supervisory Board

The members of the Supervisory Board receive an attendance fee of EUR 1,500 per presence at the meetings of the Supervisory Board or a committee as well as a reimbursement of their cash expenses. The respective chairman receives an additional EUR 1,500 per meeting. For several meetings personally attended on one day, the attendance fee is paid only once.

The attendance fees were paid on the basis of the following presence at meetings:

**Table 12: Overview of presence at meetings per Supervisory Board member**

	Plenum	Presidium <sup>1)</sup>	Audit Committee <sup>2)</sup>	Total
Wolfgang Eder (since April 26, 2023) <sup>3)</sup>	4/6	12/15	1/2	17/23
Rainer Zellner (until April 26, 2023) <sup>3)</sup>	2/6	2/15	1/2	5/23
Nikolaus Ankershofen	6/6	15/15	2/2	23/23
Johannes Goess-Saurau	6/6	15/15	2/2	23/23
Klaus Rabel	6/6	-	2/2	8/8
Alexander Leeb	6/6	-	-	6/6
Georg Mayr-Melnhof	5/6	-	-	5/6
Ferdinand Mayr-Melnhof-Saurau	6/6	-	-	6/6

<sup>1)</sup> whereby a Presidium meeting and a Supervisory Board meeting were held on the same day twice

<sup>2)</sup> whereby each Audit Committee meeting was held on the same day like a Supervisory Board meeting

<sup>3)</sup> relates to the number of meetings as active Chairman of the Supervisory Board

The Presidium of the Supervisory Board assumes the tasks of the Personnel and Remuneration Committees, among others.

The total Supervisory Board remuneration for 2023 amounted to EUR 737,124. Thereof EUR 70,500 were attributable to attendance fees for Supervisory Board activities and EUR 81,000 for committee activities.

**Table 13: Total remuneration per Supervisory Board member**

Member of the Supervisory Board		Basic remuneration <sup>1)</sup>	Attendance fees	Total amount		
		in EUR	in EUR	SUM	% fix	% variable
Wolfgang Eder Chairman (since April 26, 2023)	<b>2023</b>	<b>114,829</b>	<b>45,000</b>	<b>159,829</b>	<b>71.8 %</b>	<b>28.2 %</b>
	2022	-	-	-	-	-
Rainer Zellner Chairman (until April 26, 2023)	<b>2023</b>	<b>57,414</b>	<b>12,000</b>	<b>69,414</b>	<b>82.7 %</b>	<b>17.3 %</b>
	2022	172,243	42,000	214,243	80.4 %	19.6 %
Nikolaus Ankershofen Deputy Chairman	<b>2023</b>	<b>86,121</b>	<b>28,500</b>	<b>114,621</b>	<b>75.1 %</b>	<b>24.9 %</b>
	2022	86,121	22,500	108,621	79.3 %	20.7 %
Johannes Goess-Saurau Deputy Chairman	<b>2023</b>	<b>86,121</b>	<b>28,500</b>	<b>114,621</b>	<b>75.1 %</b>	<b>24.9 %</b>
	2022	86,121	22,500	108,621	79.3 %	20.7 %
Klaus Rabel Chairman Audit Committee	<b>2023</b>	<b>68,897</b>	<b>12,000</b>	<b>80,897</b>	<b>85.2 %</b>	<b>14.8 %</b>
	2022	68,897	15,000	83,897	82.1 %	17.9 %
Alexander Leeb	<b>2023</b>	<b>57,414</b>	<b>9,000</b>	<b>66,414</b>	<b>86.4 %</b>	<b>13.6 %</b>
	2022	57,414	12,000	69,414	82.7 %	17.3 %
Georg Mayr-Melnhof	<b>2023</b>	<b>57,414</b>	<b>7,500</b>	<b>64,914</b>	<b>88.4 %</b>	<b>11.6 %</b>
	2022	57,414	12,000	69,414	82.7 %	17.3 %
Ferdinand Mayr-Melnhof-Saurau	<b>2023</b>	<b>57,414</b>	<b>9,000</b>	<b>66,414</b>	<b>86.4 %</b>	<b>13.6 %</b>
	2022	57,414	12,000	69,414	82.7 %	17.3 %
<b>Total</b>	<b>2023</b>	<b>585,624</b>	<b>151,500</b>	<b>737,124</b>	<b>79.4 %</b>	<b>20.6 %</b>
	2022	599,978	141,000	740,978	81.0 %	19.0 %

Rainer Zellner received the basic remuneration for the 2023 financial year on a pro rata basis.

Vienna, March 11, 2024

Peter Oswald  
Chairman of the Management Board

Wolfgang Eder  
Chairman of the Supervisory Board

*This English version is a translation of the German original text.*