



Proposed resolutions of the Executive Board

for the

27th Annual General Meeting

Agenda item 1:

Presentation of the approved annual financial statements and the management report of the Executive Board as well as the consolidated financial statements, the consolidated management report, the corporate governance report and the proposal for the appropriation of profits for the 2023 financial year, together with the report of the Supervisory Board on the 2023 financial year.

A resolution on this agenda item is not required.

Agenda item 2:

Resolution on the appropriation of the balance sheet profit shown in the annual financial statements at December 31, 2023.

The Executive Board proposes to distribute a dividend of EUR 0.5 per share, i.e. a total of EUR 16,898,267.50, to the shareholders from the net retained profits of EUR 162.464.113,45 at December 31, 2023 and to carry forward the remaining amount to new account.

Agenda item 3:

Resolution on the discharge of the members of the Executive Board for the 2023 financial year.

The Executive Board proposes to pass a resolution to discharge the members of the Executive Board in office in the 2023 financial year, for this period.

Agenda item 4:

Resolution on the discharge of the members of the Supervisory Board for the 2023 financial year.

The Executive Board proposes to pass a resolution to discharge the members of the Supervisory



Board in office in the 2023 financial year, for this period.

Agenda item 5:

Resolution on the determination of the remuneration of the members of the Supervisory Board for the 2023 financial year.

The Executive Board proposes to determine the remuneration for the members of the Supervisory Board for the financial year from January 1, 2023 to December 31, 2023 at EUR 3,000.00 per meeting for the Chairman of the Supervisory Board, EUR 2,000.00 per meeting for each other member of the Supervisory Board and EUR 2,000.00 per meeting for the members of the Audit Committee.

The Executive Board thus proposes a total remuneration of EUR 22,000.00.

Agenda item 6:

Resolution on the remuneration report.

The Executive Board proposes to adopt the remuneration report for the Executive Board and Supervisory Board members for the 2023 financial year, as made available on the website registered in the Company Register.

Agenda item 7:

Resolution on the remuneration policy.

Only the Supervisory Board shall propose a resolution on this agenda item.

Agenda item 8:

Election of the auditor and group auditor for the 2024 financial year and of the auditor for the sustainability report for the 2024 financial year.

Only the Supervisory Board shall propose a resolution on this agenda item.

Wels, March 2024

The Executive Board

***Disclaimer:** This is a working translation from the German language provided for purposes of convenience only. In case of any inconsistency, the German version shall prevail.*