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Consumer Packaging

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REMUNERATION REPORT OF MAYR-MELNHOF KARTON AG

FOR THE FINANCIAL YEAR 2025

Dear Shareholders,

with this report we provide a comprehensive overview of the remuneration granted and owed to the members of the Management Board and Supervisory Board in 2025 and implement the requirements of Section 78 c and Section 98 a of the Austrian Stock Corporation Act (AktG). This remuneration report prepared by the Management Board and the Supervisory Board is to be submitted to the 32nd Annual General Meeting on April 29, 2026 for voting. The report concept is based on shareholders' experiences and reactions with regard to the disclosure of the previous year's remuneration.

As in the previous two years, the financial year 2025 was marked by an exceptionally challenging environment, which was reflected in particular in the MM Board & Paper division. This is also mirrored in this year's key figures. The development of the company reflects the structure of the annual variable remuneration, while the performance of the 3-years-operating profit-margin takes into account sustainable development of the MM Group. Additionally, also the non-financial components as occupational accidents and CO₂ reductions were included.

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 the above mentioned 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. The result of the vote at the 31st Annual General Meeting and reactions from the shareholders were taken into account through an in-depth discussion of the remuneration components.

The remuneration policy has also been further developed as part of these efforts to enhance transparency. It has been revised in response to shareholders' feedback and in line with international governance standards, and will be put to vote at the 32nd Annual General Meeting on April 29, 2026. It was adopted by a resolution of the Supervisory Board at its meeting on March 16, 2026, following a recommendation from the Presidential Committee. The new remuneration policy will apply from the financial year 2026 onwards.

In May 2024, the Management Board was increased to three members. Roman Billiani is responsible for the MM Food & Premium Packaging division, having previously served as Managing Director for "Food & Specialities Packaging" within the former MM Packaging division. His Management Board mandate runs from May 1, 2024 to April 30, 2027.

Financial year 2025

In 2025 the MM Group demonstrated a solid performance in a challenging market environment characterised by ongoing soft consumer demand and overcapacity in the European industry and succeeded in increasing its adjusted operating profit compared to the previous year¹⁾.

In the packaging sector, the Food & Premium Packaging division managed to keep its adjusted operating margin at a solid level, while the Pharma & Healthcare Packaging division recorded an encouraging increase. The Board & Paper division showed an improvement over the previous year, primarily driven by cost savings, even though the profit level remained unsatisfactory.

The rise in adjusted operating profit by 2.8 % to EUR 195.4 million (pro forma excl. TANN +15.0 %) (2024: EUR 190.0 million) was primarily attributable to the MM Board & Paper division. The Group's adjusted operating margin increased to 5.0 % (2024: 4.7 %) and the adjusted return on capital employed amounted to 5.8 % (2024: 5.6%). Adjusted EBITDA totalled EUR 418.2 million (2024: EUR 418.5 million), resulting in an adjusted EBITDA margin of 10.8 % (2024: 10.3 %).

Financial income decreased to EUR 16.5 million (2024: EUR 27.1 million), mainly due to lower cash and interest rates. The decline in financial expenses from EUR -82.9 million to EUR -53.4 million is largely attributable to lower interest levels for variable-interest financing and further repayments. "Other financial result - net" changed to EUR -38.5 million (2024: EUR -19.9 million), mainly owing to currency translations.

Profit before tax rose to EUR 145.7 million (2024: EUR 114.3 million), this increase primarily reflecting the TANN divestment. Income tax expense was up to EUR 68.7 million (2024: EUR 3.8 million), driven mainly by the reversal of loss carryforwards in the Board & Paper division, after loss carryforwards capitalised in the previous year, including those from former Essentra Packaging, had reduced the expense. This results in an effective Group tax rate of 47.2 % (2024: 3.4 %), with the Group's standard tax rate amounting to approximately 22.0 % (2024: 19.0 %).

Profit for the year therefore reached EUR 77.0 million (2024: EUR 110.5 million), representing a net profit margin of 2.0 % (2024: 2.7 %).

¹⁾ The comparison with the reported previous year is only limited meaningful due to the sale of the TANN Group; please therefore refer to the pro forma key indicators excl. TANN.

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

1.1 Main Features of the Remuneration Policy

The 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 Presidential Committee, which also 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 28th Annual General Meeting on April 27, 2022. The complete Remuneration Policy is available on the Company's website at www.mm.group/investors/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 as well as 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. In order to attract and retain qualified members of the Management Board, remuneration in industrial companies of comparable and ascending size from the international labour market and beyond the DACH region is taken into account.

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

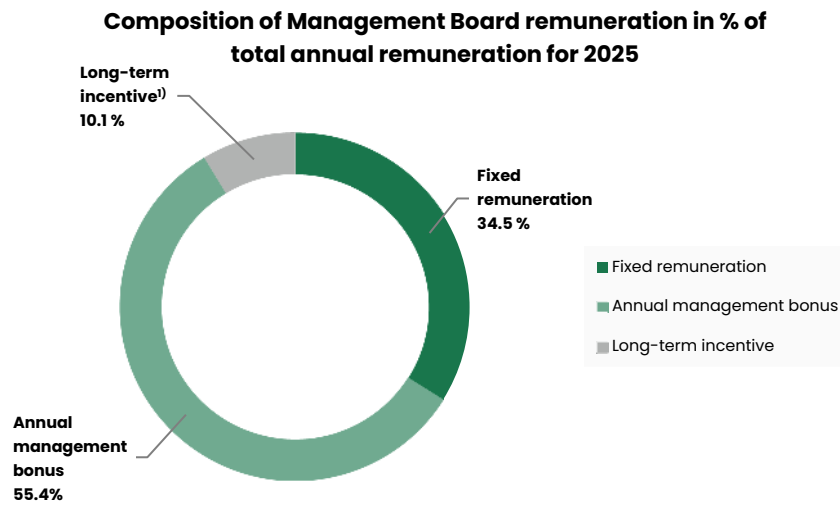
The remuneration of the Management Board is made up as follows:

Remuneration components ¹⁾	Description
Fixed remuneration	
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
Variable remuneration	
Performance-related bonus	Annual management bonus, measured by Group key or divisional 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.

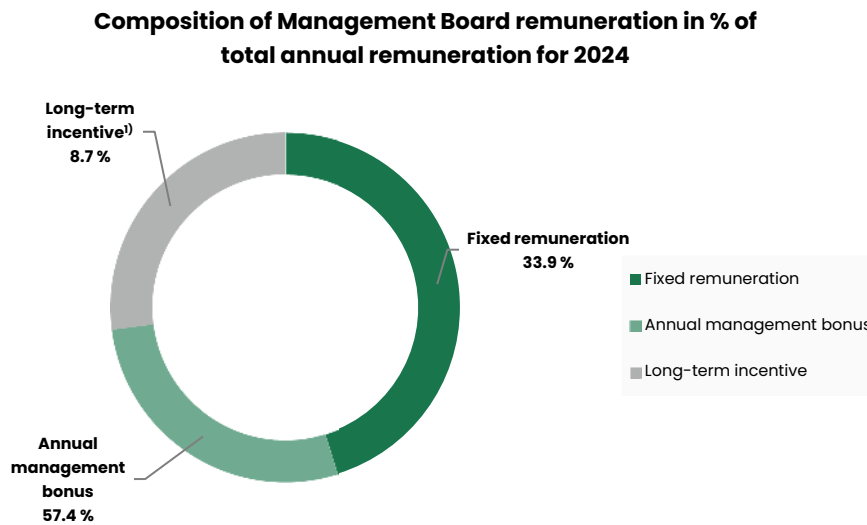
¹⁾ The cappings, the minimum amount and the target values of the management bonus as well as the bonus for the reduction in the non-financial key figures for Peter Oswald and Franz Hiesinger are value-hedged annually by the CPI 2015.

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.

The total annual remuneration of the Management Board in 2025 and 2024 (incl. long-term incentive) is divided based on the actual target achievement as follows:



¹⁾ The long-term incentive relates to the earned third from the 2023 - 2025 tranche, the earned third from the 2024 - 2026 tranche and the earned third from the 2025 - 2027 tranche.



¹⁾ The long-term incentive relates to the earned third from the 2022 - 2024 tranche, the earned third from the 2023 - 2025 tranche and the earned third from the 2024 - 2026 tranche.

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

1.2 Variable remuneration – annual management bonus

One part of the variable remuneration for the financial year 2025 consists of a performance-related bonus, measured by the following quantitative Group and divisional 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 and profit for the year for the divisional results** are 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 as well as factoring liabilities 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 CO₂ consumption per ton of cartonboard for all members of the Management Board

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 Presidential Committee 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		Roman Billiani			
	100 % target achievement	Capping	100 % target achievement	Capping	100 % Target Achievement		Capping	
					Group	Division MMPF	Group	Division MMPF
EBITDA	1,009	-	404	665	117	167	200	250
Earnings per share (Group)	1,009	-	404	665	116	167	200	250
ROCE	1,010	-	404	666	116	166	200	250
Reduction of occupational accidents	119	119	71	71	75	-	75	-
Reduction CO ₂ /t cartonboard	119	119	71	71	75	-	75	-
Total	3,266	4,380	1,354	2,138	500	500	750	750

If the total entitlement to the annual management bonus achieved in the respective financial year is less than thous. EUR 1,000 (2024: thous. EUR 1,393), 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 1,000 (2024: thous. EUR 1,393). There is no such minimum bonus for Franz Hiesinger and Roman Billiani. 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 the budgeted operating profit threshold for the respective financial year is not undercut by more than 20 %. In addition and cumulatively, Roman Billiani's annual profit share is linked to the condition that the budgeted operating profit threshold for the MM Food & Premium Packaging division is not undercut by more than 20 %. If this threshold is not reached, no annual management bonus is due.

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 CO₂ emissions per ton cartonboard.

1.1.2. 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 was made in the year of the Annual General Meeting (2024) which decided on the last year (2023) of the three-year plan (2021-2023).

Process of the long-term incentive scheme:

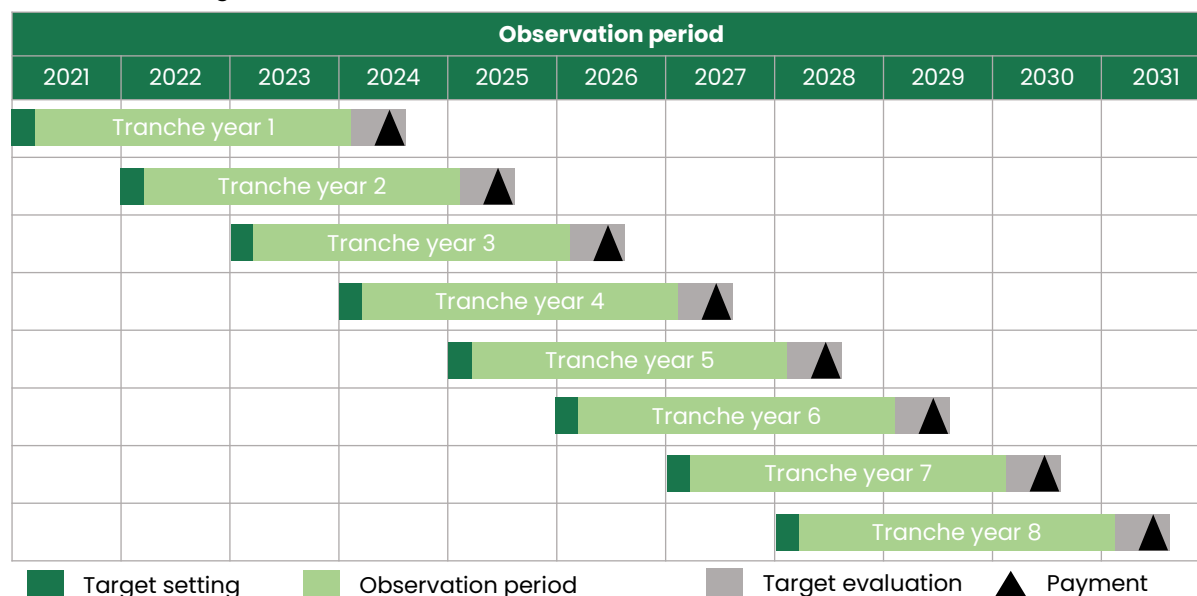


Table 2: Long-term incentive p.a. (LTI):

(in thousands of EUR)	Peter Oswald ¹⁾			Franz Hiesinger ¹⁾			Roman Billiani ¹⁾²⁾		
	100% Target achievement	Capping	Minimum	100% Target achievement	Capping	Minimum	100% Target achievement	Capping	Minimum
LTI	1,010	1,502	375	428	594	-	300	400	-

¹⁾ The cappings and the minimum amount of the long-term incentive are adjusted annually by the CPI 2015.

²⁾ The first-time long-term profit participation for Roman Billiani is due for the 2025 financial year and is calculated on the basis of the parameters for the years 2025 - 2027.

If the total entitlement to the long-term incentive achieved at the end of the observation period is less than thous. EUR 375, 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 375. There is no such minimum long-term incentive for Franz Hiesinger and Roman Billiani.

1.3 Presentation of the total remuneration of the Management Board

Table 3: Remuneration granted or owed per Management Board member in the financial years 2025 and 2024:

(in EUR)	Peter Oswald		Franz Hiesinger		Roman Billiani ¹⁾	
	2025	2024	2025	2024	2025	2024
Fixes remuneration (non-performance related)	1,663,887	1,544,331	765,300	720,178	669,005	446,217
Base salary	1,376,524	1,276,894	623,416	578,294	550,000	366,881
Other remuneration (company car, insurance)	12,058	12,058	11,884	11,884	9,004	6,003
Contribution to the intercompany pension fund	-	-	130,000	130,000	110,000	73,333
Pension replacement payment	275,305	255,379	-	-	-	-
Variable remuneration (performance related)	3,365,627	3,130,543	1,452,667	1,345,145	1,071,947	800,000
Annual management bonus ²⁾	2,821,848	2,671,493	1,170,118	1,111,301	984,536	800,000
Payment from previous year(s)	3,467,853	2,375,561	1,461,223	411,997	800,000	-
Long-term incentive	543,779	459,050	282,549	233,844	87,412	-
Other remuneration						-
Total	5,029,514	4,674,874	2,217,967	2,065,323	1,740,952	1,246,217
<i>thereof relative share non-performance related</i>	33.1 %	33.0 %	34.5 %	34.9 %	38.4 %	35.8 %
<i>thereof relative share performance related</i>	66.9 %	67.0 %	65.5 %	65.1 %	61.6 %	64.2 %

¹⁾ Roman Billiani received a fixed bonus of thous. EUR 800 for the short year 2024 if the EBIT threshold for the Group and the MM Food & Premium Packaging division is reached, as he was only appointed to the Management Board on May 1, 2024.

²⁾ incl. minimum bonus

The remuneration granted relates to remuneration components that are economically attributable to this reporting period based on legal or contractual obligations; their final determination and payment will, however, take place only 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 2025, post-employment benefits totaling EUR 1,260,613 (2024: EUR 1,417,804) were paid to former members of the Management Board.

1.4 Determination of the variable remuneration

Based on the achievement of the financial and non-financial performance indicators and the exceeding of the operating profit 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 2025

	Peter Oswald	Franz Hiesinger ¹⁾	Roman Billiani ²⁾	
			Group	Division MMPF
Bonus for 100 % target achievement (in EUR)	3,266,228	1,354,001	500,000	500,000
+ Additions/deductions per deviation from target figure				
EBITDA	(87,181)	(34,872)	(34,872)	42,079
Earnings per share or profit for the year by divisional profit	(214,596)	(91,970)	(91,970)	39,077
ROCE	(142,603)	(57,041)	(22,816)	53,038
Reduction of occupational accidents	0	0	0	-
Reduction CO ₂ /t cartonboard	0	0	0	-
Total addition/deduction	(444,380)	(183,883)	(149,659)	134,194
Annual management bonus (without minimum bonus)	2,821,848	1,170,118	350,341	634,194
Capping	4,379,851	2,137,895	750,000	750,000
Annual management bonus	2,821,848	1,170,118	350,341	634,194

¹⁾ Franz Hiesinger has an additional minimum target of 80 % of the budgeted Group's operating profit for the achievement of a variable management bonus. This was achieved in 2025.

²⁾ Roman Billiani has an additional minimum target of 80 % of the budgeted operating profit for the achievement of a variable management bonus for the Group and the MM Food & Premium Packaging division. Both were achieved in 2025.

Table 5: Weighting of key figures in relation to annual management bonus in 2025 and 2024

	Peter Oswald		Franz Hiesinger		Roman Billiani ¹⁾	
	2025	2024	2025	2024	2025	2024
Annual management bonus (in EUR)	2,821,848	2,671,493	1,170,118	1,111,301	984,536	800,000
Weighting in %						
EBITDA	32.7 %	29.5 %	31.5 %	30.3 %	29.6 %	-
Earnings per share or profit for the year by divisional result	28.2 %	33.3 %	26.7 %	33.8 %	23.5 %	-
ROCE	30.7 %	29.0 %	29.6 %	29.9 %	31.7 %	-
Reduction of occupational accidents	4.2 %	4.1 %	6.1 %	6.0 %	7.6 %	-
Reduction CO ₂ /t cartonboard	4.2 %	4.1 %	6.1 %	-	7.6 %	-
Total	100 %	100 %	100 %	100 %	100.0 %	-

¹⁾ Roman Billiani received a fixed bonus of thous. EUR 800 for the short year 2024 if the operating profit threshold for the Group and the MM Food & Premium Packaging division is reached, as he was only appointed to the Management Board on May 1, 2024.

Table 6: Target achievement of the key figures in 2025 and 2024

Key figures	Target achievement in %	
	2025	2024
EBITDA	93.2 %	89.1 %
Earnings per share	16.8 %	87.8 %
Profit for the year by divisional results	122.1 %	n.a.
ROCE	81.3 %	83.6 %
Reduction of occupational accidents	100 %	100 %
Reduction CO ₂ /t cartonboard	100 %	100 %

For the key indicators for the annual management bonus and the long-term incentive, the results of acquired companies since belonging to the Group and expenses in connection with the acquisitions are not taken into account. Furthermore, the key figures were adjusted for non-recurring income and non-recurring expenses exceeding EUR 10 million if not included in the budget.

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 operating profit margin for the periods 2022 – 2024, 2023 – 2025, 2024 – 2026 and 2025 – 2027 the following long-term incentive was granted for the tranches 2024, 2025, 2026 and 2027:

Table 7: Entitlement to the long-term incentive (tranche 2022 - 2024)

	Peter Oswald	Franz Hiesinger
Bonus for 100 % target achievement (in EUR)	936,491	396,632
+ Additions/deductions per deviation from expected average operating profit margin	(140,131)	(46,710)
LTI total	796,360	349,922
LTI tranche 2024	269,233	117,901

This tranche was paid out after the 31st Annual Shareholders' Meeting on April 30, 2025.

Table 8: Entitlement to the long-term incentive (tranche 2023 - 2025)

	Peter Oswald	Franz Hiesinger
Bonus for 100 % target achievement (in EUR)	1,009,561	427,579
+ Additions/deductions per deviation from expected average operating profit margin	(630,247)	(210,082)
LTI total	379,314	217,497
LTI tranche 2025	147,151	87,438

This tranche will be paid out after the 32nd Annual Shareholders' Meeting on April 29, 2026.

Table 9: Expected entitlement to the long-term incentive (tranche 2024 – 2026)¹⁾

	Peter Oswald	Franz Hiesinger
Bonus for 100 % target achievement (in EUR)	1,009,561	427,579
+ Additions/deductions per deviation from expected average operating profit margin	(591,272)	(197,091)
LTI total	418,289	230,488
LTI tranche 2025	107,313	68,321

¹⁾ Roman Billiani received a fixed bonus of thous. EUR 800 for the short year 2024 (which also covered the LTI) if the Operating-Profit-threshold for the Group and the MM Food & Premium Packaging division is reached, as he was only appointed to the Management Board on May 1, 2024.

Table 10: Expected entitlement to the long-term incentive (tranche 2025 – 2027)

	Peter Oswald	Franz Hiesinger	Roman Billiani
Bonus for 100 % target achievement (in EUR)	1,009,561	427,579	300,000
+ Additions/deductions per deviation from expected average operating profit margin	(141,617)	(47,206)	(37,765)
LTI total	867,944	380,373	262,235
LTI tranche 2025	289,315	126,791	87,412

A possible clawback of variable components according to the remuneration policy was not applied in the financial years 2024 and 2025.

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

Table 11: Annual change

(EUR)	Value for the 2025 financial year	2024 vs. 2025		2023 vs. 2024		2022 vs. 2023		2021 vs. 2022		2020 vs. 2021	
		Relative change	Absolute change	Relative change	Absolute change	Relative change	Absolute change	Relative change	Absolute change	Relative change	Absolute change
Total remuneration of the Management Board members											
Peter Oswald	5,029,514	+7.6 %	354,640	+19.7 %	768,963	-31.2 %	-1,775	-3.1 %	-180	+13.8 %	+711
Franz Hiesinger	2,217,967	+7.4 %	152,644	+86.5 %	957,786	-59.6 %	-1,635	+25.6 %	+559	-1.9 %	-43
Roman Billiani ¹⁾	1,740,952	+39.7 %	494,735	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Economic performance²⁾ (Company Performance)											
ROCE	5.8 %	+3.6 %	+20 bp	-13.8 %	-90 bp	-65.6 %	-1,070 bp	+27.3 %	+350 bp	-6.6 %	-90 bp
Operating profit margin	5.7 %	+22.1 %	+100 bp	0 %	0 bp	-56.5 %	-620 bp	+23.9 %	+210 bp	+3.3 %	30 bp
Earnings per share (EUR)	3.9	-28.7 %	-1.5	+24.1 %	+1.0	-74.6 %	-12.8	+82.5 %	+7.8	+17.4 %	+1.4
EBITDA (in millions of EUR)	517.0	+23.5 %	+98.4	-0.1 %	-0.5	-42.6 %	-310.9	+73.4 %	+308.9	+5.5 %	+22.1
Average remuneration of other employees (full-time equivalents)											
Employees in Austria	78.3	+6.2 %	+5	+5.0 %	+3	+3.2 %	+2	+7.3 %	+5	+3.3 %	+2

¹⁾ Roman Billiani was only appointed to the Management Board on May 1, 2024, therefore limited comparability with the previous year.

²⁾ 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.

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 of 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 attendance at meetings per Supervisory Board member

	Plenum	Presidium ¹⁾	Audit and Sustainability Committee ²⁾	Total
Wolfgang Eder	6/6	14/14	4/4	24/24
Johannes Goess-Saurau	5/6	14/14	3/4	22/24
Nikolaus Ankershofen	6/6	14/14	4/4	24/24
Klaus Rabel	6/6	-	4/4	10/10
Alexander Leeb	6/6	-	-	6/6
Georg Mayr-Melnhof	6/6	-	-	6/6
Ferdinand Mayr-Melnhof-Saurau	6/6	-	-	6/6

¹⁾ whereby a Committee meeting and a Supervisory Board meeting were held twice on the same day
²⁾ whereby each Audit Committee meeting was held on the same day as a Supervisory Board meeting

The Presidential Committee assumes the tasks of the Personnel and Remuneration Committee, among others.

The total Supervisory Board remuneration for 2025 amounted to EUR 768,720. EUR 70,500 thereof were attributable to attendance fees for Supervisory Board activities and EUR 78,000 for committee activities.

Table 13: Total remuneration per Supervisory Board member

Member of the Supervisory Board		Basic remuneration	Attendance fees	Total amount		
		in EUR	in EUR	SUM	% fix	% variable
Wolfgang Eder Chairman	2025	182,418	5,000	236,418	77.2 %	22.8 %
	2024	175,740	51,000	226,740	77.5 %	22.5 %
Johannes Goess-Saurau Deputy Chairman	2025	91,208	25,500	116,708	78.2 %	21.8 %
	2024	87,869	25,500	113,369	77.5 %	22.5 %
Nikolaus Ankershofen Deputy Chairman	2025	91,208	27,000	118,208	77.2 %	22.8 %
	2024	87,869	27,000	114,869	76.5 %	23.5 %
Klaus Rabel Chairman Audit and Sustainability Committee	2025	72,968	15,000	87,968	82.9 %	17.1 %
	2024	70,296	12,000	82,296	85.4 %	14.6 %
Alexander Leeb	2025	60,806	9,000	69,806	87.1 %	12.9 %
	2024	58,580	9,000	67,580	86.7 %	13.3 %
Georg Mayr-Melnhof	2025	60,806	9,000	69,806	87.1 %	12.9 %
	2024	58,580	9,000	67,580	86.7 %	13.3 %
Ferdinand Mayr-Melnhof-Saurau	2025	60,806	9,000	69,806	87.1 %	12.9 %
	2024	58,580	9,000	67,580	86.7 %	13.3 %
Total	2024	597,514	142,500	740,014	80.7 %	19.3 %

Vienna, March 16, 2026

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.