
➤ Report of the Supervisory Board of Österreichische Post AG on the 2022 Financial Year

Dear Shareholders!

The 2022 financial year was characterised by challenging overall conditions for Austrian Post. Dramatic inflation and the unstable economic situation left their mark in many ways in the form of high procurement prices and an economic slowdown at the same time. Austrian Post is pursuing the right approach when it comes to both coping with the economic challenges facing it and implementing its strategy, and is proving sufficiently resilient in the face of what is a tense economic situation overall, as the Group result for 2022 also shows.

Group revenue in 2022 came to EUR 2.522,0m. The Mail Division saw its revenue decrease by 0,5%, while revenue in the Parcel & Logistics Division fell by 2,5%. In particular, the parcel business in Türkiye was hit hard by inflation and currency effects after an extraordinarily successful year in 2021. The Retail & Bank Division showed positive development with revenue up by 64,0% to EUR 122,5m.

Austrian Post's reported EBIT came to EUR 188,4m, as against EUR 204.7m in 2021.

➤ Annual General Meeting

As in the previous years, the COVID-19 pandemic meant that the Annual General Meeting was held as a "virtual Annual General Meeting" in accordance with the Austrian COVID-19 Company Law Act (Gesellschaftsrechtliche COVID-19-Verordnung, Austrian Federal Law Gazette II no. 140/2020). This meant that in 2022, all of the company's shareholders were once again given the opportunity to follow the Annual General Meeting live on the internet.

➤ Changes in the Supervisory Board

Maximilian Schnödl resigned for personal reasons at the end of the Annual General Meeting held on 21 April 2022.

Carola Wahl was nominated for election as a member of the Supervisory Board by Österreichische Beteiligungs AG (ÖBAG). After consideration of the proposed resolution by the Nomination Committee, and approval by the Supervisory Board, Carola Wahl was elected to the Supervisory Board at the 2022 Annual General Meeting, Felicia Kölliker and Sigrid Stagl were re-elected at the same time.

Andreas Schieder was appointed to the Supervisory Board by the Central Works Council of Austrian Post to succeed Manfred Wiedner as of 1 April 2022, in accordance with Section 110 of the Austrian Labour Constitution Act (ArbVG). Andreas Rindler succeeded Helmut Köstinger on the Supervisory Board as of 1 November 2022.

➤ Activities of the Supervisory Board

The Supervisory Board took great care to fulfil its obligations during the year under review and performed the tasks incumbent upon it as stipulated by legal regulations, the Articles of Association of Austrian Post and the internal rules of procedure for the Supervisory Board. We regularly advised the Management Board in its efforts to manage the company and monitored its activities. The Management Board provided the Supervisory Board with ongoing information about the general economic situation in the core markets of Austrian Post and important business transactions. Moreover, the chairpersons of the committees and I

were regularly in contact with the Management Board to discuss current business development.

As Chair of the Supervisory Board, dialogue with investors is a top priority for me. With this objective in mind, a number of Austrian Post roadshows on corporate governance were also held in 2022. Together with Investor Relations, video conferences were held with major institutional investors and voting right consultants to discuss Austrian Post's governance model, Management Board remuneration and sustainability strategy.

Five Supervisory Board meetings and one workshop were held in 2022. In contrast to the two previous years, which were dominated by the pandemic, the majority of these sessions were again held as face-to-face events. The attendance rate for the Supervisory Board as a whole was 98%, with a rate of 100% for the committees throughout.

The revenue and earnings figures of the Austrian Post Group as well as key developments in the mail and parcel business were presented at the four ordinary Supervisory Board meetings. One key topic addressed at the meetings was the challenging overall macroeconomic environment and its impact on the business environment in which Austrian Post operates. Another focal point was the business performance of major subsidiaries, in particular bank99 and the Turkish parcel company Aras Kargo.

At its meeting held on 10 March 2022, the Supervisory Board reviewed the annual and consolidated financial statements presented by the Management Board, along with the Management Report, the Group Management Report and the profit appropriation proposal for the 2021 financial year and adopted the financial statements. In preparation for the Annual General Meeting, the Supervisory Board also took a detailed look at the 2021 Remuneration Report, which was submitted to the Annual General Meeting held on 21 April 2022 for a vote to be cast to adopt it. At this meeting, the Supervisory Board approved the extension of Georg Pözl's contract until 30 September 2024.

At the constituent meeting of the Supervisory Board held on 21 April 2022, Carola Wahl was elected Deputy Chair of the Supervisory Board. A resolution was also passed on the new composition of the Supervisory Board committees.

A "focus on Türkiye" in May 2022 meant that both the full Supervisory Board and committee meetings were held in Istanbul. The Supervisory Board had the opportunity to visit both the company headquarters and operating sites of the Turkish parcel company Aras Kargo. The training session held as a "Supervisory Board Special" focused on the overall economic conditions in Türkiye.

On 10 August 2022, the Supervisory Board took an in-depth look at Austrian Post's energy supply

and approved an additional investment budget for the expansion of photovoltaic systems. The results of the 2021 employee survey and the measures derived from the results were also addressed at this meeting.

A strategy workshop was held after the August meeting of the Supervisory Board, giving the Supervisory Board the opportunity to discuss the implementation of the corporate and sustainability strategy adopted in 2020. The highlight of the event was a presentation by our Supervisory Board member Sigrid Stagl on the climate crisis.

Austrian Post's budget for the 2023 financial year and a report on medium-term planning for 2024–2026 were presented and approved at the meeting held on 10 November 2022.

The training programme for the Supervisory Board was continued in 2022. Three events were used to explore and discuss the topics "e-commerce in Austria", "Türkiye/Aras Kargo" and "Macroeconomic environment in 2022/2023" in detail with internal and external experts.

› Activities of the Committees

The committees set up by the Supervisory Board prepare decisions by the plenary sessions and adopt resolutions on matters to which they have been assigned decision-making rights. The chairpersons of the committees report on their committee's work to the entire Supervisory Board.

At its four meetings, the ●● **Audit Committee** of the Supervisory Board duly carried out the responsibilities assigned to it. It monitored accounting processes, the audit and the effectiveness of the internal control system, the risk management system and the internal audit system. The auditors and the Audit Committee were also able to exchange information without the presence of the Management Board. The quarterly results were thoroughly analysed by the Audit Committee. The Supervisory Board was regularly provided with information about the results of the Audit Committee meetings. In accordance with Section 270 (1a) of the Austrian Commercial Code (UGB), BDO Assurance GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft credibly demonstrated its impartiality towards the Audit Committee.

The ●● **Parcel & Logistics Committee** held four meetings and addressed complex issues concerning the Parcel & Logistics Division. In addition to ongoing business developments in the Austrian parcel business, meetings were used to discuss selected investments in logistics infrastructure and to prepare for decisions to be made by the Supervisory Board. Other key topics included the development of the Turkish parcel company Aras Kargo

and other international parcel initiatives. The Committee reported regularly on the results and issued recommendations to the entire Supervisory Board.

The ●● **Banking Committee** held four meetings in the 2022 financial year and addressed current business developments and the key control parameters of bank99. The central topic covered at the 2022 meetings was the integration and technical migration of ING Austria to bank99.

The ●● **Remuneration Committee** performed its duties at four meetings and addressed the evaluation of the Management Board's target achievement level for the 2021 financial year, as well as the definition of the target criteria for the variable remuneration components in 2022. The Remuneration Committee also dealt with the preparation of the Remuneration Report for the 2021 financial year, which was presented to the Annual General Meeting on 21 April 2022. Another topic was the adjustment of Georg Pözl's employment contract in connection with the extension of his contract until 30 September 2024.

› 2022 Consolidated and Annual Financial Statements

BDO Assurance GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft was appointed by the Annual General Meeting, held on 21 April 2022, to serve as the auditor of Austrian Post's annual financial statements and consolidated annual financial statements for the 2022 financial year.

The annual financial statements and consolidated annual financial statements of Austrian Post as at 31 December 2022 were audited by BDO Assurance GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft and were granted an unqualified auditor's opinion. The Management Report and Group Management Report are

consistent with the annual financial statements and consolidated annual financial statements. All documentation relating to the annual financial statements, the profit appropriation proposal as submitted by the Management Board, the Corporate Governance Report and the auditor's report were thoroughly discussed in the Audit Committee with the auditors and subsequently presented to the Supervisory Board.

The Supervisory Board examined all the documents in accordance with Section 96 of the Austrian Stock Corporation Act (AktG) and did not discover any inconsistencies or objections. As a result, it formally approved the results of the audit. The Supervisory Board approves the annual financial statements for 2022, as adopted in accordance with Section 96 (4) of the Austrian Stock Corporation Act (AktG), and declares its acceptance of the IFRS consolidated financial statements, the Management Report, the Group Management Report and the Consolidated Corporate Governance Report pursuant to Section 245a UGB. The Non-financial Report, compiled in accordance with Sections 243b and 267a UGB, was reviewed by BDO Assurance GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft.

The Supervisory Board concurs with the Management Board's proposal to distribute a basic dividend of EUR 118,217,116.50 from the net profit amounting to EUR 301,022,305.97 on 4 May 2023, and to carry forward the balance of EUR 182,805,189.47 to the new account.

Finally, on behalf of the entire Supervisory Board, I would like to express my gratitude and appreciation to all the members of the Management Board and all company employees for their successful work during the very challenging past financial year. In particular, special thanks are also owed to the customers and above all the shareholders of Österreichische Post AG for their trust and confidence in the company.

14 March 2023

Edith Hlawati m.p.

Chair of the Supervisory Board