

Report of the Supervisory Board of Austrian Post on the 2024 Financial Year

Dear Shareholders,

The 2024 financial year went very well for Austrian Post against the backdrop of a challenging economic environment. The weak economy was reflected both in a lower propensity to invest in the corporate sector and in subdued consumer behaviour among private households. The increasing use of postal voting in 2024, particularly for the European elections and the National Parliamentary elections in Austria, coupled with rising parcel volumes due to the ongoing boom in online retail, had a positive impact.

Group revenue in 2024 came to EUR 3.1bn. The Mail Division generated revenue growth of 4.1%, dominated by the structural decline in the volume of addressed letters due to electronic substitution. The parcel business showed positive development in all regions, leading to revenue growth of 20.9% in the Parcel & Logistics Division. The Retail & Bank Division generated strong revenue growth of 19.5%, with a boost coming from the ramp-up of bank99 customers and the development of the interest rate environment in the past financial year.

Austrian Post's reported EBIT rose by 9.0% to EUR 207.3m, as against EUR 190.2m in 2023.

Changes in the Management Board

Management Board matters were a particular focus of the Supervisory Board's work over the past financial year.

Georg Pözl stepped down from Austrian Post's Management Board as planned on 30 September 2024 after his contract expired and took his retirement. In December 2023, the Supervisory Board appointed Walter Oblin, Chief Financial Officer since 2012 and Deputy CEO since 2019, as the new Chair of the Management Board and Chief Executive Officer

with effect from 1 October 2024. With the appointment of Barbara Potisk-Eibensteiner as Chief Financial Officer of Austrian Post at the Supervisory Board meeting held on 6 August 2024, the Management Board team has been complete since 1 January 2025. Peter Umundum, who has been responsible for the Parcel & Logistics Division since 2011, was appointed Deputy CEO with effect from 1 October 2024.

During the transition period from 1 October 2024 to 31 December 2024, Walter Oblin remained responsible for business related to the "Finance" Management Board area.

On behalf of the Supervisory Board, I would like to express my thanks to Georg Pözl. He had a lasting impact on the company in his role as CEO for 15 years and positioned Austrian Post as a modern and successful company. The Supervisory Board is confident that Austrian Post remains well positioned with the new Management Board team and will continue on its successful path in the future.

Composition of the Supervisory Board

At the Annual General Meeting on 18 April 2024, Sigrid Stagl stepped down from the Supervisory Board and Maria Zesch was elected as a new member. Felicia Kölliker's Supervisory Board mandate was also extended.

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 on the management of 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. In addition, the Executive Committee and the chairpersons of the committees were in regular contact with the Management Board to discuss issues relating to current business developments.

As Chair of the Supervisory Board, dialogue with investors is a top priority for me. In November 2024, several governance roadshows were held with selected investor representatives and proxy advisors. Discussions focussed on the composition and working methods of the Supervisory Board, as well as issues relating to Management Board remuneration and selected ESG aspects.

Four Supervisory Board meetings, one Supervisory Board retreat and one strategic deep dive workshop were held in 2024. Both the full Supervisory Board meetings and the committee meetings were attended by all members.

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 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 key investments, in particular the Turkish parcel company Aras Kargo and bank99.

At its meeting held on 12 March 2024, 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 2023 financial year and adopted the financial statements. In preparation for the Annual General Meeting, the Supervisory Board also took a detailed look at the 2023 Remuneration Report and the 2024 Remuneration Policy.

In May 2024, the Supervisory Board addressed the expansion of electromobility and the self-service infrastructure, and approved an additional investment budget for the purchase of electric vehicles and the required charging infrastructure, as well as for the rollout of parcel stations. The annual compliance activity report and the conclusion of

the 2024 collective wage agreement were also on the agenda for this meeting.

The August meeting of the Supervisory Board focused on the appointment of Barbara Potisk-Eibensteiner as the new CFO and the reallocation of responsibilities within the Management Board. At this meeting, the Supervisory Board was also provided with detailed information on the planned update to the strategy defined back in 2020 and on the strategy process that had been launched (LEAD 2030).

At the meeting held on 4 November 2024, the Supervisory Board addressed Austrian Post's budget for the 2025 financial year, as well as the medium-term planning for 2026–2028.

Outside of the ordinary Supervisory Board meetings, a training event was held on 6 May 2024 on the topics of "Customer satisfaction and brand strength" and "Health and safety in the workplace". The Supervisory Board also met for a two-day retreat in September 2024 and took an in-depth look at various aspects of its work. The focus was on the general objectives of the Supervisory Board's work, the self-evaluation of the organisation and activities of the Supervisory Board, the preparation of a skills matrix and various strategic issues. The results of the Supervisory Board retreat were set out in specific action points and will be taken into account in the ongoing work of the Supervisory Board.

At the end of the reporting year, the Supervisory Board met on 9 December 2024 for a strategic deep dive workshop with the aim of ensuring its extensive involvement in the strategy process. Together with the Management Board, the Supervisory Board discussed the company's capital market positioning as well as external views of the market and the strategic direction.

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. In preparation for future reporting, the new requirements for sustainability reporting in accordance with the ESRS (European Sustainability Reporting Standards) were discussed. 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 **Banking Committee** held four meetings in the 2024 financial year and addressed current business developments and the key control parameters of bank99. The Banking Committee was provided with ongoing information on the work programme and migration of core banking systems at bank99.

The **Remuneration Committee** performed its duties at five meetings. It addressed the evaluation of the Management Board's target achievement level for the 2023 financial year, as well as the definition of the target criteria for the variable remuneration components in 2024. In addition, the Remuneration Committee prepared the Remuneration Report for the 2023 financial year. The meetings also focused on the revision of the remuneration policy for the Management Board and the Supervisory Board. The current remuneration policy and the 2023 Remuneration Report were submitted to the Annual General Meeting on 18 April 2024 for approval. The Remuneration Committee also approved the contractual amendment for Peter Umundum in line with the new remuneration policy and the employment contract for Barbara Potisk-Eibensteiner.

The **Nomination Committee** held seven meetings in the 2024 financial year. In March 2024, the committee addressed the filling of positions on the Supervisory Board that had become vacant and prepared a nomination for the Supervisory Board to be made to the Annual General Meeting. The main focus of the Nomination Committee's work in 2024 was to fill the position of CFO. With the authorisation of the Supervisory Board as a whole, the Nomination Committee selected an HR consultancy firm to support the recruitment process and clarified all issues relating to the advertisement of the position and pre-selection of the Management Board member. At the meeting held on 6 August 2024, the Nomination Committee approved the appointment proposal and recommended that the Supervisory Board appoint Barbara Potisk-Eibensteiner as Chief Financial Officer (CFO) with effect from 1 January 2025.

2024 Consolidated and Annual Financial Statements

BDO Assurance GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft was appointed by the Annual General Meeting, held on 18 April 2024, to serve as the auditor of Austrian Post's annual financial statements and consolidated annual financial statements for the 2024 financial year.

The annual financial statements and consolidated annual financial statements of Austrian Post as at 31 December 2024 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 Non-financial 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 approves the results of the audit. The Supervisory Board approves the annual financial statements for 2024, 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 123,621,327.54 from the net profit amounting to EUR 308,334,299.51 on 23 April 2025, and to carry forward the balance of EUR 184,712,971.97 to the new account.

Finally, on behalf of the 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 Austrian Post for their trust and confidence in the company.

6 March 2025

Elisabeth Stadler m.p.
Chair of the Supervisory Board