

Report of the Supervisory Board of Österreichische Post AG on the 2025 Financial Year

Dear Shareholders,

The 2025 financial year was dominated by challenging macroeconomic conditions in the mail and parcel business. Any comparison with the previous year is hindered, in particular, by the federal elections in Austria and the favourable currency effects associated with the Turkish lira in 2024. Cost pressure and digitalisation among private and public-sector customer groups are leading to a decline in mail and advertising volumes. At the same time, the growing parcel markets are experiencing fierce competition.

Austrian Post delivered solid performance in this challenging market environment in the 2025 financial year. Consolidated revenue in 2025 amounted to EUR 3,043m as against EUR 3,123m in the previous year (2023: EUR 2,741m). Austrian Post's reported EBIT dropped by -5% to EUR 197m, as against EUR 207m in 2024 (2023: EUR 190m).

Composition of the Management Board and Supervisory Board

Barbara Potisk-Eibensteiner, who was appointed Chief Financial Officer last year, took up her position as planned on 1 January 2025. In addition, Peter Umundum was reappointed as the member of the Management Board responsible for Parcel & Logistics. His current term of office ends on 31 March 2026 and will be extended by three years, with the option of a further two-year extension. Peter Umundum's reappointment highlights the Supervisory Board's strategic focus on continuity and sustainable growth.

At the Annual General Meeting on 9 April 2025, Peter E. Kruse stepped down from the Supervisory Board and Eric Malitzke was elected as a new member. The Supervisory Board mandates of Huberta Gheneff and Christiane Wenck-

heim were extended. At the constituent meeting of the Supervisory Board held after the Annual General Meeting, the new composition of the Audit and Remuneration Committees was adopted.

There was also a change affecting the employee representatives: Veronika Schmidt was appointed to the Supervisory Board to succeed Ulrike Ernstbrunner with effect from 18 September 2025.

The new Supervisory Board members received an overview of the business model and key governance regulations as part of a targeted onboarding programme.

Activities of the Supervisory Board

During the reporting year, the Supervisory Board performed its duties with considerable care and responsibility in accordance with the statutory requirements, the Articles of Association and the by-laws. The Management Board was regularly advised on the strategic and operational management of the company, and its activities were monitored by the Supervisory Board on an ongoing basis. The Management Board provided the Supervisory Board with extensive ongoing information about general developments in the core markets of Austrian Post and important business decisions and transactions. In addition, the Executive Committee and the chairs of the committees maintained regular contact with the Management Board in order to discuss current issues relating to business development in a timely manner.

As Chair of the Supervisory Board, regular open dialogue with investors is a top priority for me. In December 2025, several governance roadshows were held with selected investors 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.

Seven Supervisory Board meetings, one Supervisory Board retreat and one strategic deep dive workshop were held in 2025. The average attendance rate at plenary sessions was around 92%, and 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.

The participative strategy process launched in the previous year was continued in the 2025 financial year. To further explore key topics, a deep dive session on "Operations and Technology" was held with the Supervisory Board at the beginning of the financial year. On the basis of extensive preparatory work, the Supervisory Board discussed the strategic guidelines and priorities intensively in March. The entire process was concluded with the adoption of the new "LEAD 2030" corporate strategy at the Supervisory Board meeting in May 2025.

At its meeting held on 6 March 2025, 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 2024 financial year and adopted the financial statements. In preparation for the Annual General Meeting on 9 April 2025, the Supervisory Board thoroughly reviewed all agenda items scheduled for resolutions and prepared the proposed resolutions accordingly.

In keeping with the strategic pillar "International strength in the parcel business", the Supervisory Board took an in-depth look at potential M&A activities on the parcel market at its meeting held in May 2025. This topic was pursued further at subsequent meetings and discussed at regular intervals as part of the strategic development of the international parcel business. Other items on the agenda for the May meeting included corporate governance at Aras Kargo and the conclusion of the 2025 collective agreement.

At its meeting in August 2025, the Supervisory Board approved the implementation of the expansion work for the Salzburg-Wals logistics centre. Other key topics included the annual compliance activity report and a comprehensive

presentation of the status quo, challenges and future prospects in the area of HR management.

Austrian Post's budget for the 2026 financial year and a report on medium-term planning for 2027–2029 were presented and approved at the Supervisory Board meeting held on 11 November 2025. Reports on various strategic projects and a deep dive session on IT/AI/technology were also on the agenda for this meeting.

As part of its extensive M&A discussions for the parcel business, the Supervisory Board examined several planned transactions in November. Within this context, the Supervisory Board approved the acquisition of the Hungarian parcel service provider Delivery Solutions Zrt., which is known under the brand name SAMEDAY Hungary. At an extraordinary meeting on 17 November 2025, the Supervisory Board also approved the acquisition of 70% of the shares in the Bulgarian company euShipments.com AD. Both transactions mark key steps towards further strengthening Austrian Post's international position in the parcel market.

At another extraordinary meeting on 17 December 2025, the Supervisory Board discussed the strategic further development of AEP GmbH.

Outside of the scheduled Supervisory Board meetings, training events were organised on "postal market regulation", "the EU legal framework and its impact on Austrian Post" and "ESG/sustainability". At the ESG event, the Supervisory Board gained valuable insights into sustainable corporate development and transformation.

The Supervisory Board also met for a two-day retreat in September 2025 and took an in-depth look at various aspects of its work. The focus was on capital market positioning and current business developments, the general objectives of the Supervisory Board's work, and a self-evaluation of the Supervisory Board's organisation and activities. The results of the Supervisory Board retreat will be taken into account in its ongoing work.

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 chairs 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.

At its meeting on 6 August 2025, the Audit Committee also addressed the topic of cybersecurity intensively. The focus was on raising awareness of cyber risks and discussing appropriate measures to minimise risks and strengthen corporate security.

The **Banking Committee** held four meetings in the 2025 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 (completed in April 2025).

The **Remuneration Committee** performed its duties at five meetings. It addressed the evaluation of the Management Board's target achievement level for the 2024 financial year, as well as the definition of the target criteria for the variable remuneration components in 2025. The 2024 Remuneration Report was submitted to the Annual General Meeting for approval on 9 April 2025. The Remuneration Committee also discussed Peter Umundum's employment contract in connection with his recent appointment.

The **Nomination Committee** held four meetings in the 2025 financial year. In February 2025, 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 2025 was to fill the position of the member of the Management Board responsible for Parcel & Logistics. With the authorisation of the Supervisory Board as a whole, the Nomination Committee selected an HR consultancy firm and clarified all issues relating to the advertisement of the position and pre-selection of the Management Board member. At the meeting held on 7 May 2025, the Nomination Committee approved the appointment proposal and recommended that the Supervisory Board reappoint Peter Umundum as the member of the Management Board responsible for Parcel & Logistics with effect from 1 April 2026.

2025 Consolidated and Annual Financial Statements

BDO Assurance GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft was appointed by the Annual General Meeting, held on 9 April 2025, to serve as the auditor of Austrian Post's annual financial statements and consolidated annual financial statements for the 2025 financial year.

The annual financial statements and consolidated annual financial statements of Austrian Post as at 31 December 2025 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 identified no objections. As a result, it formally approved the results of the audit. The Supervisory Board approves the annual financial statements for 2025, 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 320,467,382.48 on 29 April 2026, and to carry forward the balance of EUR 196,846,054.94 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 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.

10 March 2026

Elisabeth Stadler m. p.

Chair of the Supervisory Board