

Remuneration Report

for the emoluments of the members of the Management Board and of the Supervisory Board of AGRANA Beteiligungs-AG in the business year 2024|25

1. Foreword

With the Remuneration Report for the business year 2024|25, we are fulfilling the requirements of §§ 78c and 98a of the Austrian Stock Corporation Act (AktG). It is guided by Opinion 37 of the Austrian Financial Reporting and Auditing Committee ("AFRAC Opinion") and the Draft of the Guidelines of the European Commissions on the Standardised Presentation of the Remuneration Report under Directive (EU) 2017/828 of the European Parliament and of the Council of 17 May 2017 amending Directive 2007/36/EC as regards the promotion of long-term shareholder engagement. A comprehensive overview of the remuneration granted or owed to the members of the Management Board and Supervisory Board in the business year 2024|25 is provided.

The Remuneration Report for the business year 2023|24 prepared in accordance with the provisions of the Austrian Stock Corporation Act (AktG) was approved by the Annual General Meeting on 05 July 2024. The result of the vote at the 37th Annual General Meeting was clearly in favour of the Remuneration Report, and this vote was taken into account by implementation of the Remuneration Report.

The present Remuneration Report for the business year 2024|2025 was prepared by the Management Board and Supervisory Board and is to be submitted to the 38th Annual General Meeting on 04 July 2025 for approval.

For the business year 2024|25, the Remuneration Policy will be applied, which was put to the vote at the 36th Annual General Meeting on 07 July 2023.

The long-term target orientation provided for in the Remuneration Policy in the form of the three-year ROCE margin and dividend will contribute significantly to the sustainable performance development of the AGRANA Group. Strategic objectives are mapped using a multiplier (modifier). The annual profit-sharing bonus relates to the financial performance indicator of Group EBITDA.

The Management Board and Supervisory Board of AGRANA Beteiligungs-AG have set themselves the goal of presenting a high level of remuneration transparency in the Remuneration Report in order to provide shareholders with a comprehensive and full understanding of the remuneration granted or owed, and to make the disclosures in accordance with international standards.

2. Economic development in the business year 2024|25

The AGRANA Group's **sales revenue** of M€ 3,514.0 in the business year 2024|25 was moderately below the prior year, where the decline despite stable sales volumes across the Group was attributable to lower prices in the Starch and Sugar segments.

Income from operations (EBIT) amounted to M€ 40.5 in 2024|25 and was thus very significantly lower than the prior-year figure (value) of M€ 151.0. In addition to the deterioration in operating performance, the decline is ascribable to a more negative result from special items as well, primarily due to impairment losses and reorganisation measures in the context of the new Group strategy. In the Fruit segment, EBIT increased to M€ 99.7 not only due to the significantly improved operating performance, but also due to a much lower negative result from special items (previous year: M€ 60.2). Weaker margins for starch and saccharification products led to a significant decline in EBIT in the Starch segment to M€ 31.9 (previous year: M€ 50.4). In the Sugar segment, lower sales prices were the main reason for the slump in operating profit. In addition, a result from special items of M€ -28.3 in connection with restructuring measures led to a negative EBIT of M€ -91.1 (previous year: M€ 40.4). Further details on the share of earnings of joint ventures accounted for using the equity method, which influence the starch and sugar EBIT, can be found in the segment reports as well as in the notes to the consolidated financial statements.

The **financial result** amounted to M€ -36.8 in the business year 2024|25 (previous year: M€ -53.3), with the positive change primarily resulting from a very significant improvement in the currency result (including the interest portion of currency swaps).

Earnings before taxes increased very significantly from M€ 97.7 in the previous year to M€ 3.7. After a tax expense of M€ 3.8, corresponding to a tax rate of 100.7% (previous year: 29.0%), **consolidated net income** amounted to M€ 0.0 (previous year: M€ 69.4). Consolidated net income attributable to AGRANA's shareholders amounted to M€ -4.3 (previous year: M€ 64.9); earnings per share (EPS) decreased to € -0.07 (previous year: 1.04 €).

The **cash flow from earnings** declined by M€ 98.7 to M€ 217.6, mainly due to the significantly weaker consolidated net income. Following a very significant reduction in working capital by M€ 195.9 (previous year: increase by M€ 46.1) due to inventories and receivables, **cash flow from operating activities** totalled M€ 361.1 (previous year: M€ 240.2). The **cash outflow from investing activities** decreased to M€ 102.0 due to lower payments for investments in property, plant and equipment and intangible assets (previous year: outflow of M€ 111.0). With a constant dividend payment, the slightly higher reduction in financial liabilities compared to the previous year led to a **cash outflow from financing activities** of M€ 142.0 (previous year: outflow of M€ 139.3). Free cash flow improved very significantly to M€ 259.1 (previous year: M€ 129.2).

With a balance sheet total moderately decreased in comparison to the previous year, namely to M€ 2,710.9 as per 28 February 2025 (29 February 2024: M€ 2,889.4), the **equity ratio** was 45.4% (29 February 2024: 43.2%).

At M€ 436.4, **net financial debt** as of 28 February 2025 was M€ 199.7 lower than on the 2023|24 balance sheet date. As a result, **gearing** as at the reporting date decreased significantly to 35.5% (29 February 2024: 51.0%).

Sales revenue in the **Fruit segment** amounted to M€ 1,630.4 in 2024|25, an increase by 4.1% compared to the previous year. In the fruit preparations division, turnover increased slightly due to both price and volume factors. Due to price factors, sales revenue in the fruit juice concentrate business was significantly higher than in the previous year. The share of the Fruit segment in the Group revenue amounted to 46.4% (previous year: 41.4%).

EBIT in the segment amounted to M€ 99.7 (previous year: M€ 60.2). EBIT 2024|25 includes a result from special items in the amount of M€ -2.0, primarily for reorganisation measures in the fruit preparations business. In the previous year, an impairment of assets in Asia (massive deterioration in the market environment) and Hungary (closure of the carrot processing plant) totalling M€ -24.7 was recorded. For fruit preparations, the operating result was significantly higher than it had been in the previous year. The improvement was primarily due to positive business development in the regions of Europe (including Ukraine), Mexico, and Australia. Performance in the fruit juice concentrates division was also very positive, almost matching the previous year's very good operating result. In the 2024 campaign, contracts were concluded in particular for apple juice concentrate volumes with very strong contribution margins.

Sales revenue in the **Starch segment** amounted to M€ 1,014.0 in the business year 2024|25 and was thus significantly lower than in the same period of the previous year, in which the war in Ukraine led to massive price increases on the markets. Due to lower raw material and energy prices, a significant year-on-year decline in market prices was observed, with an impact on the sales prices of the entire starch portfolio. The decline in sales was price-driven, while sales volumes were up on the previous year. In the ethanol business, sales prices are based on the Platts prices. In the past business year, volatility on the ethanol markets was not as high as in the business year 2023|24. At € 680 per m³, the average price for the year was around 8% below the previous year's figure. By-product sales revenue (including other products) declined in line with commodity prices. There was a massive drop in prices, particularly for high proteins (vital gluten). The share of the Starch segment in the Group revenue amounted to 28.9% (previous year: 30.3%).

At M€ 31.9, EBIT in the segment was significantly below the previous year's figure. One of the main reasons for this was the decline in margins in the starch and starch saccharification products segment, which was due to significantly lower sales prices for main and by-products. The shutdown of the biorefinery in Pischelsdorf, Austria, for several weeks in fall 2024 due to inundation had an additional negative impact on earnings. The Ethanol division reported an improved EBIT due to lower raw material and energy prices, despite lower sales prices. The HUNGRANA Group, accounted for using the equity method, once again made a positive contribution to segment EBIT with a share of earnings of M€ 2.3 (previous year: M€ 1.9) – capacity utilisation in the Hungarian joint venture improved as a result of lower raw material and energy prices. In Q4 2024|25, a result from special items amounting to M€ -6.1 was recorded as part of EBIT in the Starch segment for reorganisation steps in the context of the new Group strategy.

In the **Sugar segment**, sales revenue decreased significantly by 18.8% to M€ 869.6 in 2024|25. Despite slightly higher sales volumes, the massive drop in sugar sales prices had a negative effect on revenue development. The price decline was even more pronounced in the retail business than in the industrial sector. Despite higher sales volumes, sales revenue from by-products was slightly below the previous year's level. The share of the Sugar segment in the Group revenue amounted to 24.7% (previous year: 28.3%).

EBIT in the segment amounted to M€ -91.1 and was therefore significantly worse than in the previous year, when a positive result was reported. In particular, significantly lower sugar sales prices in the retail sector were reflected in the annual result. There was massive price pressure, particularly in the deficit markets (CEE region), mainly due to the sugar imports from Ukraine. Moreover, lower sugar content than in the previous year and challenging beet qualities led to higher production costs in the 2024 sugar campaign. At M€ -1.1, the contribution to earnings of the AGRANA STUDEN Group, which is accounted for using the equity method, was significantly lower than in the previous year (M€ 1.7). This was due to significantly lower sugar sales prices and underutilisation of the refinery in Bosnia and Herzegovina. The "at-equity" share of earnings of Beta Pura GmbH, Vienna, amounted to M€ -0.7 (previous year: M€ -

2.2). In the Sugar segment, a result from special items of M€ -28.3 was recognised as part of EBIT. This includes impairment losses on assets totalling M€ 20.0 and other expenses in the context of the strategic realignment of the Group amounting to around M€ 7.1.

3. Principles of remuneration for members of the Management Board

3.1. Remuneration elements and remuneration structure

The Remuneration Policy ensures that the total remuneration of the Management Board sets behavioural incentives to promote implementation of the corporate strategy and the long-term development of the company. The remuneration of the Management Board must be commensurate with the situation of the Company and the average remuneration of other employees.

Here the remuneration corresponds to the overall responsibility of the Management Board but differentiates with regard to the individual scope of activity and responsibility of the respective Management Board members.

The members of the Management Board receive both fixed and variable remunerations, made up as follows:

Remuneration Elements	Description
Fixed remuneration	
Fixed salary	Fixed basic salary at a competitive level that takes into account the scope of responsibility and performance as well as the complexity of the tasks of the individual members of the Management Board
Remuneration in kind and fringe benefits	Company car, driver, insurance premiums, reimbursement of travel expenses
Company pension plans	Retirement benefits, an occupational disability pension, a widow's and orphan's pension, and a defined-contribution pension commitment
Performance-related remuneration	
one-year variable remuneration (einjährige variable Vergütung, "EVV")	Annual profit share based on EBITDA for the Group
multi-year variable remuneration (mehrjährige variable Vergütung, "MVV")	Profit-sharing bonus over a qualifying period of three years on the basis of a target return on capital employed (ROCE) and a target dividend based on the multi-year planning and the degree to which strategic targets are achieved, taken into account by applying a modifier of between 0.8 and 1.2. The first disbursement is made as an advance payment together with the EVV. The final disbursement is made in the year of the Annual General Meeting that decides on the last year of the three-year observation period.

The components of the target remuneration, comprising fixed (excluding benefits in kind and fringe benefits as well as company pension plans) and variable remuneration components, are broken down as follows:

Breakdown of target remuneration for 100% target achievement & modifier 1x	
Fixed salary	100.0%
EVV	45.0%
MVV	55.0%
Target remuneration	200.0%

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

3.2. The fixed salary

The fixed salary consists of an annual fixed salary, to be disbursed in 14 equal instalments. These emoluments cover all overtime, travel and commuting time as well as services rendered in excess of the normal working hours applicable to employees of the Company. It also covers the assumption of board functions within the Group.

The fixed salary constitutes a fixed remuneration at a competitive level that acts as an incentive for the members of the Management Board to act in the best interests of the company and in consideration of the interests of shareholders and employees as well as the public interest.

3.3. Remuneration in kind and fringe benefits

Premiums are paid for group accident insurance for each member of the Management Board. The Company has D&O insurance (manager liability insurance) and legal expenses insurance to the usual extent, whose costs are borne by the company.

For the duration of the board mandate, the company provides the Management Board member with a company car and parking space. The company car can be used privately as well.

3.4. Company pension plans

The pension obligations to the Management Board have been outsourced to an external pension fund.

For the Management Board, the company pension plan includes retirement benefits, an occupational disability pension, and a pension for widows and orphans. There is a defined-contribution pension commitment, which can be claimed after reaching the age of 55, provided that the employment relationship with the company has been terminated.

For the members of the Management Board, under Austrian law the Company is obligated to pay 1.53% of the gross remuneration of each Management Board member into a company employee pension fund each month, in accordance with the provisions of the Austrian Corporate Employee and Self-Employed Pension Act (BMSVG). Upon termination or expiry of the respective contract, the Management Board members can demand disbursement of the accrued contributions (including investment income) from the pension fund in accordance with the statutory requirements.

3.5. One-year variable remuneration (einjährige variable Vergütung, "EVV")

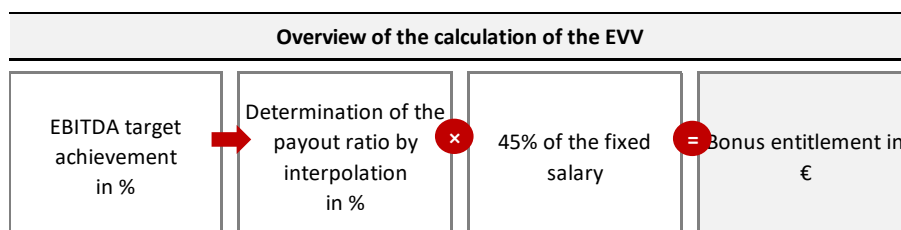
The EVV is based on the company's success in the respectively elapsed business year and dependent on the financial target figure of Group EBITDA. Here EBITDA is defined as the operating result before operating depreciation and amortisation, in analogy to the consolidated financial statements.

The target remuneration for the EVV amounts to 45% of the fixed salary.

Within the first three months of the business year, the Supervisory Board determines the target value that applies uniformly to all members of the Management Board. As a matter of principle, the target value of the EBITDA is to be set at the level specified in the approved budget, with the Supervisory Board being granted a bandwidth of $\pm 10\%$ in each case. A lower limit of -30% and an upper limit of $+15\%$ apply to target achievement, which define the degree of disbursement:

Degree of target achievement	Payout ratio
$\geq 115\%$	175%
$100\% - 115\%$	$100\% - 175\%$
$= 100\%$	100%
$70\% - 100\%$	$50\% - 100\%$
$= 70\%$	50%
$< 70\%$	0%

The actual degree of target achievement and disbursement is determined on the basis of the audited and published consolidated financial statements. Here, EBITDA can be adjusted by the Supervisory Board for non-recurring income and non-recurring expenses (e.g. gains/losses from company disposals, extraordinary value adjustments, and restructuring). In addition, when companies are acquired or sold during a business year, the key financial figures are adjusted in line with the periods in which they affect the key figures.



3.6. Multi-year variable remuneration (mehrjährige variable Vergütung, "MVV")

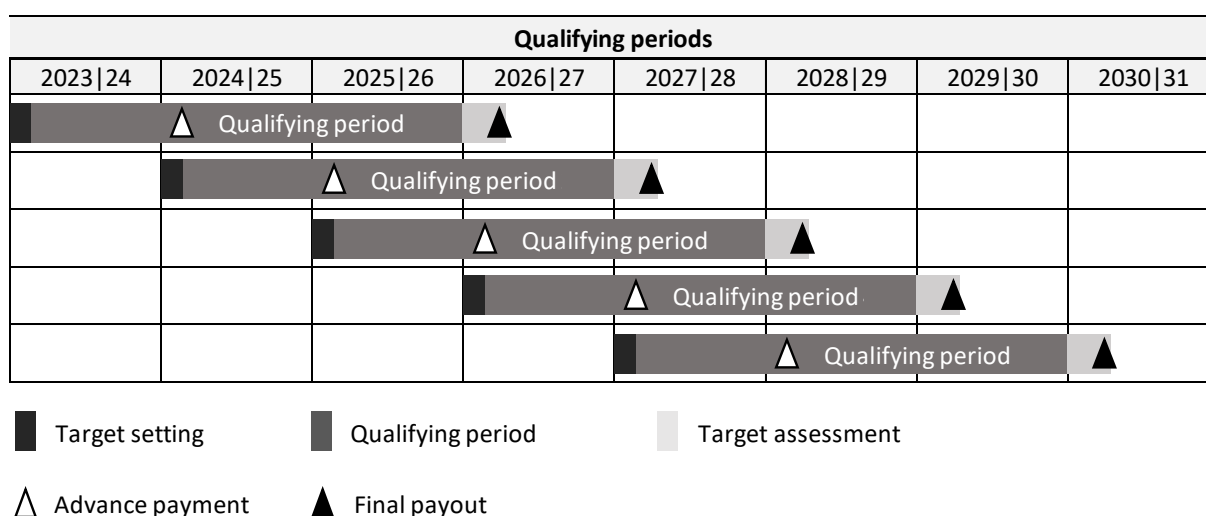
The MVV is a multi-year, performance-related remuneration that is intended to achieve a long-term incentive effect. The MVV is granted for a qualifying period of three years on the basis of the following average target figures:

- Target "Return on capital employed" (ROCE): Operating result in relation to capital employed
- a target dividend
- from the degree of achievement of strategic objectives, calculated by applying a modifier of between 0.8 and 1.2 after the end of the three-year qualifying phase

Overview of MVV target figures

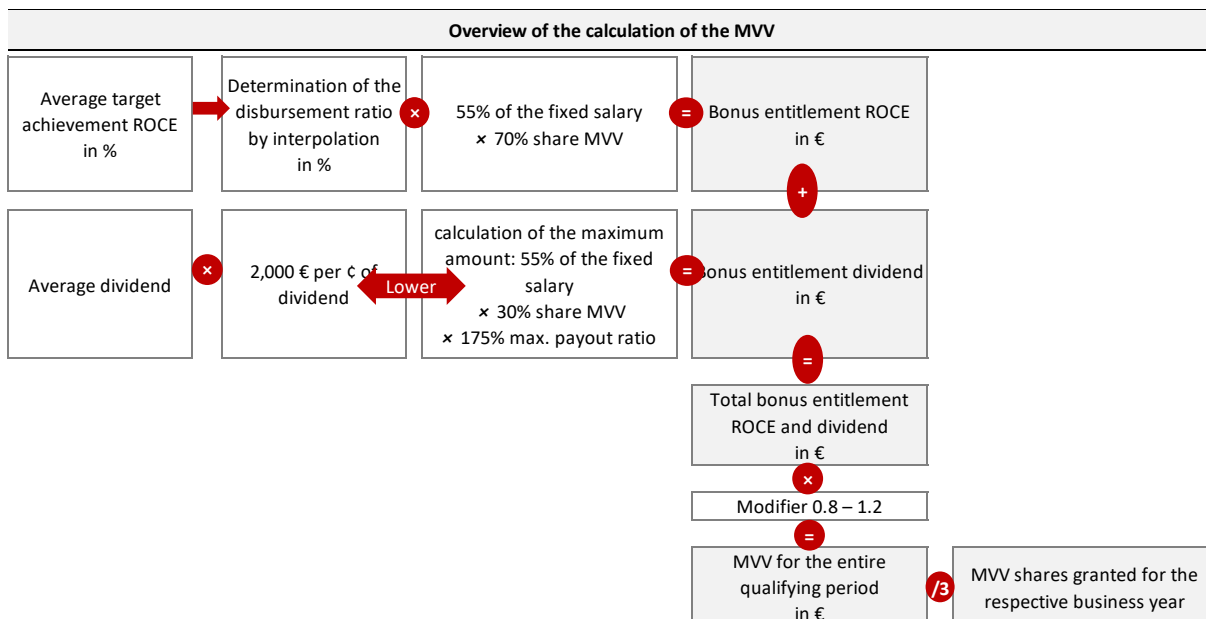
Target value	ROCE	Dividend	Modifier
Weighting	70%	30%	>0.8 – 1.2%

The target remuneration for the MVV amounts to 55% of the fixed salary for the first year of the three-year qualifying phase. Each new business year also marks the start of a new MVV with a three-year qualifying period.



Target Setting: Within the first three months of the current business year, the Supervisory Board determines the average target value, which applies uniformly to all members of the Management Board. The average ROCE and the average dividend are determined by the Supervisory Board for the three-year qualifying period, whereby the approved medium-term plan can be used as a basis. A lower limit of -30% and an upper limit of +15% apply to target achievement, which define the degree of disbursement – in analogy to the EVV. For the dividend, the Supervisory Board determines an amount of € per ¢ of dividend paid out for each member of the Management Board (€ 2,000 per ¢ was agreed for the current period).

Target assessment: The actual target achievement and disbursement ratio is determined on the basis of the audited and published consolidated financial statements, whereby the average ROCE can be adjusted by the Supervisory Board for non-recurring income and non-recurring expenses (e.g. gains/losses from company disposals, extraordinary value adjustments and restructuring). In addition, when companies are acquired or sold during a business year, the key financial figures are adjusted in line with the periods in which they affect the key figures. The Supervisory Board then determines the extent of the modifier, depending on the assessment of the achievement of the strategic objectives.



Advance payment: The first MVV disbursement is made as an advance payment after the end of the first year of the qualifying phase. The amount of the advance payment is calculated on the basis of the target achievement for the past year, assuming 100% target achievement for the two remaining years of the qualifying phase, whereby a modifier of 1.0 is assumed. The advance payment is subject to reclaim or pro rata offsetting if a situation arises that is regulated in the Remuneration Policy and triggers this claim for repayment.

Final disbursement: The final disbursement is made in the year of the Annual General Meeting that decides on the last year of the three-year qualifying period. Should the advance payment have exceeded the value of the final disbursement, the excess amount will be reclaimed.

3.7. Overview of the remuneration of the Management Board

Below, the individual calculation steps for remuneration owed and granted are explained step by step for each Management Board member:

Basis for Management Board remuneration: Presentation of the amounts of the remuneration elements			
in k€	Mag. Stephan Büttner	Dipl.-Ing. Dr. Norbert Harringer	
fixed basic salary	650.0	430.0	
variable target remuneration	650.0	430.0	
- EVV	292.5	193.5	
- MVV	357.5	236.5	
-- ROCE	250.3	165.6	
-- Dividend	107.3	71.0	
Target remuneration	1,300.0	860.0	
Calculation of target achievement			
a) EVV			
in M€	100%	Lower limit (70%)	Upper limit (115%)
Target figure EBITDA	198.8	139.1	228.6
	Value 2024 25	Degree of target achievement	Disbursement ratio
EBITDA	198.7	100%	100%
- Adjustment*	7.8		
EBITDA ACTUAL	190.9		
*Adjustment due to the shutdown of the biorefinery Pischelsdorf Austria for several weeks due to inundation			
b) MVV			
	100%	Lower limit (70%)	Upper limit (115%)
Target figure average ROCE	5.4%	3.8%	6.3%
	Average (2024 25 + 2 plan years)	Degree of target achievement	Payout ratio
ROCE	5.6%	103%	114%
in k€	Average (2024 25 + 2 plan years)	× 2,000	
Dividend in ¢	73	146.7	
Remuneration owed or granted			
in k€	Mag. Stephan Büttner	Dipl.-Ing. Dr. Norbert Harringer	
fixed basic salary	650.0	430.0	
EVV 2024/25	292.4	193.4	
MVV granted (1/3)	144.0	104.3	
MVV according to target achievement	432.0	312.9	
- ROCE	285.3	188.8	
-- max. dividend	187.7	124.2	
- Dividend	146.7	124.2	
Other payments	121.5	118.8	
Remuneration in kind and fringe benefits*	11.5	8.8	
Company pension plans	110.0	110.0	
Remuneration owed or granted	1,207.8	846.5	
Calculation of advance payment MVV			
MVV advance payment (75%)	324.0	234.7	

* a company car is included in the amount based on the taxable benefit-in-kind value

Based on the syndicate agreement between Südzucker AG, Mannheim|Germany, and Zucker-Beteiligungsgesellschaft m.b.H., Vienna, Dr. Stephan Meeder does not receive any emoluments for exercising the board function at AGRANA Beteiligungs-AG.

3.8. Remuneration of former members of the Management Board

	Payments made			
in k€	2024 25	2023 24	2022 23	2021 22
Mag. Walter Grausam	303	1,075	–	55
Dr. Fritz Gattermayer	191	584	102	–
Dipl.-Ing. Johann Marihart	448	1,566	–	109
Dkfm. Markus Mühleisen, MBA	2,205	–	–	–
Total	3,147	3,225	102	164

Mag. Walter Grausam (departed as per 31 December 2014): There was an additional payment of k€ 303 in the business year 2024|25. This payment relates to the value protection of the pension based on the annual valorisation of the salary scales of the Austrian sugar industry.

Dr. Fritz Gattermayer (departed as per 31 May 2021): There was an additional payment of k€ 191 in the business year 2024|25. This payment relates to the value protection of the pension based on the annual valorisation of the salary scales of the Austrian sugar industry.

Dipl.-Ing. Johann Marihart (departed as per 31 May 2021): There was an additional payment of k€ 448 in the business year 2024|25. This payment relates to the value protection of the pension based on the annual valorisation of the salary scales of the Austrian sugar industry.

Dkfm. Markus Mühleisen (departed as per 31 December 2023): As a result of his departure, the following payments were agreed with Mr. Mühleisen for the business year 2024|25:

- k€ 192 in fixed salary payments until 31 May 2024
- k€ 646 in non-compete compensation payments until 28 February 2025
- k€ 488 under the heading “One-year variable remuneration” for the business year 2023|24
- k€ 293 under the heading “One-year variable remuneration” for the business year 2024|25
- k€ 586 under the heading “Multi-year variable remuneration” for the business year 2023|24

3.9. Presentation of the development of the total remuneration of the members of the Management Board

in k€	2024 25	2024 25 vs. 2023 24		2023 24 vs. 2022 23		2022 23 vs. 2021 22		2021 22 vs. 2020 21	
	Figure for business year	Relative change	Absolute change	Relative change	Absolute change	Relative change	Absolute change	Relative change	Absolute change
Total remuneration of the members of the Management Board									
Mag. Stephan Büttner	1,363.46	11.0%	134.76	13.6%	147.46	6.0%	61.34	0.9%	8.64
Dipl.-Ing. Dr. Norbert Harringer	973.73	-2.9%	-28.77	14.1%	123.66	8.6%	69.41	14.2%	100.41
Company performance									
ROCE	4.6%	50.5%	-4.5 pp	114.5%	1.1 pp	168.0%	3.2 pp	115.5%	0.6 pp
EBIT margin	1.3%	32.5%	-2.7 pp	164.9%	1.6 pp	284.7%	1.6 pp	27.5%	-2.2 pp
Earnings per share (€)	7.0%	6.7%	-97.0 pp	416.0%	79.0 pp	n/a	45.0 pp	n/a	-116.0 pp
EBITDA (in k€)	190.9	65.6%	-100.2	105.0%	14.0	134.1%	70.5	108.1%	15.5
Total remuneration of the other employees									
Employees (full-time equivalents) ¹	97.62	6%	5.72	5.6%	4.85	7.5%	6.09	2.7%	2.13

¹ Average remuneration of other employees of AGRANA Beteiligungs AG

As recommended in the AFRAC Opinion, § 78c (2) 2 of the Austrian Stock Corporation Act (AktG) is applied with the proviso that only the average remuneration in the period since the business year after the new provisions of the Stock Corporation Amendment Act 2019 came into force is included in the comparison. This is outlined in Annex 1.

3.10. Comparison to company performance and employee remuneration

The remuneration and employment conditions of the Company's employees were adequately taken into account when determining the remuneration of the Management Board. As shown in the table below, there is no unreasonable imbalance in the wage structure.

3.11. Information on share-based remuneration

AGRANA's Management Board members were not offered or granted any shares within the meaning of § 78c (2) 4 of the Austrian Stock Corporation Act (AktG).

3.12. Reclaim of variable remuneration components

No variable remuneration components were reclaimed in the past business year.

3.13. Deviations from the Remuneration Policy

In the past business year, there were no deviations from the Remuneration Policy or from the procedure described therein for its implementation within the meaning of § 78c (2) 6 of the Austrian Stock Corporation Act (AktG).

4. Report on the remuneration of the members of the Supervisory Board

4.1. General information

In order to provide AGRANA's shareholders with a clear and comprehensible overview of the total remuneration of the Supervisory Board members based on the requirements of § 98a in conjunction with § 78c of the Austrian Stock Corporation Act (AktG), the total remuneration of the Supervisory Board members is presented in tabular form in Annex 2, based on the presentation format proposed in the AFRAC Opinion.

In the past business year 2024|25, which covered the period from 1 March 2024 to 28 February 2025, the Supervisory Board of AGRANA consisted of twelve members, of which eight are shareholder representatives elected by the Annual General Meeting, while four are employee representatives delegated by the Works Council. The shareholder representatives were Mag. Erwin Hameseder (Chairman of the Supervisory Board), Dr. Niels Pörksen (1st Deputy Chairperson), Mag. Dr. Claudia Süßenbacher M.B.L. (2nd Deputy Chairperson), Dipl.-Ing. Helmut Friedl, Dr. Andrea Gritsch, Dipl.-Ing. Ernst Karpfinger, Dr. Stefan Streng, and Dipl.-Ing. Josef Pröll.

The Supervisory Board members nominated by the employee representatives were Thomas Buder, Andreas Klamler, Stephan Savic, and Andrea Benischek.

The Remuneration Policy stipulates that no variable remuneration be granted to members of the Supervisory Board of the Company, but they receive an appropriate annual fixed remuneration. This is designed to be proportionate and in line with the market in relation to the situation, size and complexity of the Company. The amount remunerated to the individual Supervisory Board members is based on their functional position on the Supervisory Board. In addition, individual members of the Supervisory Board may be granted an appropriate attendance fee for attending meetings.

The amount of the annual Supervisory Board remuneration is decided by the Company's Annual General Meeting. The Supervisory Board members nominated by the employee representatives – Thomas Buder, Andreas Klamler, Stephan Savic and Andrea Benischek – exercise their functions on an honorary basis in accordance with § 110 (3) of the Austrian Labour Constitution Act (ArbVG) and do not receive any Supervisory Board remuneration.

4.2. Total remuneration

4.2.1. Fixed remuneration elements

In the business year 2024|25, the Supervisory Board remuneration for the shareholder representatives on the Supervisory Board who served in the business year 2023|24 (period from 01 March 2023 to 29 February 2024) was disbursed. These were Mag. Erwin Hameseder (Chairman of the Supervisory Board), Dr. Niels Pörksen (1st Deputy Chairperson), Mag. Dr. Claudia Süßenbacher M.B.L. (2nd Deputy Chairperson), Dipl.-Ing. Helmut Friedl, Dr. Andrea Gritsch, Dipl.-Ing. Ernst Karpfinger, Dr. Stefan Streng, and Dipl.-Ing. Josef Pröll.

The Annual General Meeting on 05 July 2024 resolved an annual remuneration for the Supervisory Board members in the amount of k€ 380 for the business year 2023|24 and entrusted the Supervisory Board with the distribution. No attendance fees were paid.

The Supervisory Board remunerations disbursed were allocated to the individual members as follows:

in k€	2024 25*	2023 24*	2022 23*	2021 22*
Mag. Erwin Hameseder (Chairman of the Supervisory Board)	70.0	70.0	60.0	60.0
Dr. Niels Pörksen (1 st Vice Chairperson of the Supervisory Board; appointed Supervisory Board member as of 08 July 2022)	55.0	35.7	-	-
Dr. Claudia Süßenbacher (2 nd Vice Chairperson of the Supervisory Board; appointed Supervisory Board member as of 07 July 2023)	35.6	-	-	-
Dipl.-Ing. Helmut Friedl	40.0	40.0	35.0	35.0
Dr. Andrea Gritsch (incl. additional payment of € 12,000 for the business year 2022/23)	40.0	52.0	23.0	23.3
Dipl.-Ing. Ernst Karpfinger	40.0	40.0	35.0	35.0
Dipl.-Ing. Josef Pröll	40.0	40.0	35.0	35.0
Dr. Stefan Streng (appointed Supervisory Board member as of 08 July 2022)	40.0	26.0	-	-
Dr. Thomas Kirchberg (End of term of office: 35th AGM 2022)	0.0	14.0	35.0	35.0
Dr. Hans-Jörg Gebhard (incl. additional payment of € 1,000 for the business year 2022/23; end of term of office: 35th AGM 2022)	0.0	20.2	44.0	44.3
Mag. Klaus Buchleitner, MBA (End of term of office: 35th AGM 2022)	0.0	19.3	45.0	45.0
Mag. Veronika Haslinger MBA (appointed Supervisory Board member as of 08 July 2022; End of term of office: 36th AGM 2023)	19.4	35.7	-	-

*Remuneration in each case for the previous year

There is a D&O insurance policy for the Supervisory board, whose costs are borne by the Company.

4.2.2. Variable remuneration components

In accordance with the Remuneration Policy, no performance-related variable remuneration components were disbursed to Supervisory Board members.

Nor are there any long-term incentive programs for members of the Supervisory Board.

4.3. Consistency of the total remuneration with the Remuneration Policy

The total remuneration paid to the members of the Supervisory Board in the past business year was in line with the Remuneration Policy.

4.4. Information on share-based remuneration

No stock option program has been established at AGRANA, and no shares have been offered or granted to Supervisory Board members.

4.5. Other information and explanations

4.5.1. Deviations from the Remuneration Policy

In the business year, there were no deviations from the Remuneration Policy or from the procedure described therein for its implementation.

4.5.2. Reclaim of variable remuneration components

No variable remuneration components were reclaimed in the past business year.

Annex 1 Total remuneration paid to members of the Management Board

Salary development of the members of the Management Board active in the business year 2024/25								
in k€	Mag. Stephan Büttner				Dipl.-Ing. Dr. Norbert Harringer			
	BY 2024 25	BY 2023 24	BY 2022 23	BY 2021 22	BY 2024 25	BY 2023 24	BY 2022 23	BY 2021 22
Fixed remuneration (non-performance-related received)	771.45	660.67	591.73	569.97	548.81	549.02	498.85	462.47
Basic salary	650.00	538.57	470.00	455.71	430.00	430.00	380.00	351.43
Remuneration in kind and fringe benefits	11.45	12.10	11.73	12.26	8.81	9.02	8.85	9.04
Contributions to the inter-company pension fund	110.00	110.00	110.00	102.00	110.00	110.00	110.00	102.00
Variable remuneration (performance-related granted)	592.01	568.03	489.51	449.93	424.92	453.48	380.00	346.97
One-year variable remuneration (einjährige variable Vergütung, "EVV")	292.35	404.10	489.51	449.93	193.40	322.60	380.00	346.97
Multi-year variable remuneration (mehrjährige variable Vergütung, "MVV") – Plan 2024–27	144.00		-	-	104.31		-	-
Multi-year variable remuneration (mehrjährige variable Vergütung, "MVV") – Plan 2023–26	155.66	163.93			127.21	130.88		
Grand total	1,363.46	1,228.70	1,081.24	1,019.90	973.73	1,002.51	878.85	809.44
<i>of which relative share non-performance-related</i>	56.6%	53.8%	54.7%	55.9%	56.4%	54.8%	56.8%	57.1%
<i>of which relative share performance-related</i>	43.4%	46.2%	45.3%	44.1%	43.6%	45.2%	43.2%	42.9%
Variable remuneration (performance-related actually paid out for previous years)								
One-year variable remuneration (einjährige variable Vergütung, "EVV")	404.10	489.51	449.93	469.35	322.60	380.00	346.97	300.00
Multi-year variable remuneration (mehrjährige variable Vergütung, "MVV")*	368.84				294.49			
<i>*75% advance payment in accordance with remuneration policy</i>								
Dr. Stephan Meeder								
in k€	BY 2024 25							
Remuneration granted by affiliated companies	706.87							

Based on the syndicate agreement between Südzucker AG, Mannheim|Germany, and Zucker-Beteiligungsgesellschaft m.b.H., Vienna, Dr. Stephan Meeder (member of the Board since 01 March 2024) does not receive any emoluments for exercising this board function. The reported remunerations from affiliated companies relate to the amounts granted in the entire business year.