

*Remuneration Report 2021*

---

**TO THE FUTURE.**

Annex ./1

**Remuneration Report on the remuneration of the members of the Executive Board and the Supervisory Board of SCHOELLER-BLECKMANN OILFIELD EQUIPMENT Aktiengesellschaft for the fiscal year 2021**

**Index**

<b>1. Introduction.....</b>	<b>2</b>
Fundamentals .....	2
Economic development in the past fiscal year .....	3
SBO's key performance indicators at a glance .....	4
<b>2. Remuneration Report on the members of the Executive Board.....</b>	<b>5</b>
Principles.....	5
Total remuneration .....	6
Fixed remuneration components .....	7
Variable remuneration components.....	8
Total compensation .....	9
<b>3. Remuneration Report on the members of the Supervisory Board.....</b>	<b>11</b>
Principles.....	11
Total remuneration .....	12
Fixed remuneration components .....	12
Variable remuneration components.....	12
Total compensation .....	13

# **Remuneration Report on the remuneration of the members of the Executive Board and the Supervisory Board of SCHOELLER-BLECKMANN OILFIELD EQUIPMENT Aktiengesellschaft for the fiscal year 2021**

## **1. Introduction**

### 1.1 Fundamentals

On 23 April 2020, the Annual General Meeting of SCHOELLER-BLECKMANN OILFIELD EQUIPMENT Aktiengesellschaft (SBO) adopted the principles for remuneration (Remuneration Policy) for members of the Executive Board and the principles for remuneration (Remuneration Policy) for members of the Supervisory Board of SCHOELLER-BLECKMANN OILFIELD EQUIPMENT Aktiengesellschaft.

This Remuneration Report on the remuneration of the members of the Executive Board and the Supervisory Board has been prepared by the Executive Board and the Supervisory Board of SBO in accordance with Section 78c Austrian Stock Corporation Act (AktG) in order to provide a comprehensive overview of the remuneration granted or owed to the members of the Executive Board as well as to the members of the Supervisory Board on the basis of the Remuneration Policy (Sections 78a and 98a Austrian Stock Corporation Act (AktG)), including all benefits in any form during fiscal year 2021. It was reviewed by the Company's Remuneration Committee and approved by the Supervisory Board at its meeting on 16 March 2022.

This Remuneration Report implements the requirements set out in Sections 78c and 98a Austrian Stock Corporation Act (AktG) that govern the preparation of remuneration reports for members of the Executive Board and Supervisory Board of SCHOELLER-BLECKMANN OILFIELD EQUIPMENT Aktiengesellschaft as a listed company. It is also guided by Statement 37 of the Austrian Financial Reporting and Auditing Committee ("AFRAC Statement").

In accordance with Section 78d (1) Austrian Stock Corporation Act (AktG), the Remuneration Report must be submitted to the Annual General Meeting for voting. The vote is of a recommendatory nature; the following Remuneration Report must describe how the voting result of the last Annual General Meeting was applied.

## 1.2 Economic development in the past fiscal year

In the 2021 financial year, the SBO Group continued on its growth path and generated a clearly positive result. SBO significantly increased bookings and earnings, and was matching the sales level reported in 2020, whose first quarter had still been largely unaffected by the pandemic and therefore produced strong sales figures. Following the dramatic pandemic-related slump in the global economy in the second quarter of 2020, SBO returned to steady and sequential quarterly growth. The business results for 2021 prove a strong return to the profit zone.

SBO Group sales arrived at MEUR 292.8 (2020: MEUR 291.2). Bookings climbed by close to 50 % to MEUR 343.3 (2020: MEUR 235.1). The order backlog at the end of 2021 was MEUR 111.7 (31 December 2020: MEUR 65.2).

Operating profits were improved substantially as well: Earnings before interest, taxes, depreciation and amortization (EBITDA) doubled to MEUR 60.0 (2020: MEUR 27.1). Profit from operations (EBIT) returned to positive territory and came to MEUR 28.2, following a loss of MEUR minus 28.0 in 2020. The EBITDA margin rose to 20.5 % (2020: 9.3 %), and the EBIT margin came to 9.6 % (2020: minus 9.6 %).

The financial result for 2021 stood at MEUR minus 4.8 (2020: MEUR minus 3.2). Having gone up substantially, profit before and after tax arrived clearly in the profit zone: profit before tax rose to MEUR 23.4 (2020: MEUR minus 31.2), profit after tax came to MEUR 21.0 in 2021 (2020: MEUR minus 21.7). Earnings per share were EUR 1.33 (2020: EUR minus 1.38).

Equity of the SBO Group increased by around 19 % in 2021 and arrived at MEUR 340.9 in 2021 (2020: MEUR 287.0). SBO's equity ratio improved to 42.3 % (2020: 36.9 %). Liquid funds came at MEUR 291.8 (2020: MEUR 314.0). Net liquidity of MEUR 9.9 arrived at a similar level year-on-year (2020: net liquidity MEUR 9.5), and gearing stood at minus 2.9 % as at 31 December 2021 (2020: minus 3.3 %).

The cashflow from operating activities reflects rising business volumes and the associated increase in working capital, coming to MEUR 22.9 in 2021 (2020: MEUR 94.3), free cashflow went to MEUR minus 17.0 (2020: MEUR 80.1), including net cash outflows in the amount of MEUR 21.1 from investing activities in connection with the legal proceedings regarding the acquisition of the minority interests in Downhole Technology (now The WellBoss Company, LLC). Capital expenditure on property, plant and equipment and intangible assets (CAPEX) amounted to MEUR 19.4 (2020: MEUR 16.2). As at 31 December 2021, purchase commitments for property, plant and equipment amounted to MEUR 3.2 (2020: MEUR 3.7).

SBO's key performance indicators at a glance

		<b>2021</b>	<b>2020</b>	<b>2019</b>
Sales	MEUR	292.8	291.2	445.3
Earnings before interest, taxes, depreciation and amortization (EBITDA)	MEUR	60.0	27.1	108.6
EBITDA margin	%	20.5	9.3	24.4
Profit from operations (EBIT) before one-off effects	MEUR	28.2	-5.6	60.8
EBIT margin before one-off effects	%	9.6	-1.9	13.7
Profit from operations (EBIT)	MEUR	28.2	-28.0	60.2
EBIT margin	%	9.6	-9.6	13.5
Profit before tax	MEUR	23.4	-31.2	47.9
Profit after tax	MEUR	21.0	-21.7	32.3
Earnings per share	EUR	1.3	-1.4	2.0
Free cashflow	MEUR	-17.0	80.1	63.8
Liquid funds as of 31 December	MEUR	291.8	314.0	265.2
Net liquidity (+) / Net debt (-) as of 31 December	MEUR	9.9	9.5	-20.1
Headcount as of 31 December		1 267	1 131	1 535

## **2. Remuneration Report on the remuneration of the members of the Executive Board**

The Remuneration Report provides an overview of the overall remuneration of the Executive Board members and explains the remuneration principles.

### **2.1 Remuneration Policy principles 2020**

This presentation of the remuneration principles 2020 outlines the individual elements of remuneration and their connection with the Company's objectives and long-term development and is intended to facilitate a comprehensive understanding of the framework conditions for the entire remuneration presented in this Remuneration Report.

The total remuneration of the Executive Board members takes into account market conditions and is in reasonable proportion to the situation of the Company. It sets behavioral incentives for sustainable corporate development and promotes the business strategy and long-term development of the company.

The Company pursues a sustainable growth strategy based on the three core elements "organic growth", "product innovation and market development" and "strategic acquisitions". The variable remuneration, which is made up of quantitative and qualitative components, is performance-oriented and takes these components as well as any other corporate objectives of importance to the Company into account. The variable compensation safeguards the interests of the shareholders, such that the members of the Executive Board are incentivized for financial and non-financial performance. In case of deviations from performance expectations, the variable remuneration is reduced or lapsed. Through ambitiously defined milestones and growth factors oriented towards sustainability, the long-term orientation of the Executive Board management is ensured without jeopardizing the attractiveness of this function for qualified managers.

The members of the Executive Board receive the following remuneration components:

- Fixed remuneration components that are not performance-related
- Variable remuneration components based on the fulfillment of financial and non-financial performance criteria, whereby the non-financial performance criteria are set annually

The fixed remuneration components comprise the base salary, benefits in kind and fringe benefits as well as pension expenses.

The amount of the base salary takes into account the responsibilities and tasks of the individual Executive Board members, the overall structural situation of SBO and the usual level of remuneration at listed companies of comparable size. The remuneration is set at a competitive level in order to attract and retain qualified Executive Board members.

Benefits in kind and fringe benefits include casualty and invalidity insurance, D&O insurance, and a company car. In addition, the Executive Board members are entitled to a contribution-based pension. The contributions are paid by the Company into a pension fund (“Pensionskasse”).

The Executive Board members are entitled to variable remuneration. Such depends on the economic development of SCHOELLER-BLECKMANN OILFIELD EQUIPMENT Aktiengesellschaft and on the achievement of individually agreed targets.

The performance criteria must be aligned with the Company's sustainable growth strategy, ensure performance-related remuneration and promote a responsible management culture. Fairness is ensured by payment in the following year and on the basis of audited and documented criteria. The performance criteria ensure a balance of financial, efficiency and sustainability indicators and thus reflect the Company's sustainable growth strategy.

Quantitative and qualitative targets are agreed and assessed separately.

The quantitative targets for variable remuneration are based on the following traceable performance criteria and weightings:

- Return on sales
- Cashflow return
- Return on equity
- Return on total capital

The quantitative targets have essentially the same weighting and are multiplied by a growth factor. The basis for assessing the achievement of the quantitative targets are the audited Consolidated Financial Statements for the relevant year.

In addition to quantitative criteria, there are also qualitative criteria, such as relating to product innovation and market development or strategic corporate development. For the achievement of the qualitative targets, which are set anew each year, a fixed amount is agreed in each case, which is paid out on target achievement.

The variable remuneration is limited to 65 % of the respective total remuneration.

For details on the structure of the fixed and variable remuneration components, please refer to the Remuneration Policy 2020 for Executive Board members of SCHOELLER-BLECKMANN OILFIELD EQUIPMENT Aktiengesellschaft. The Remuneration Policy 2020 is available on the Company's website at [www.sbo.at/remuneration](http://www.sbo.at/remuneration).

## 2.2 Presentation of total remuneration

### 2.2.1 Fundamentals

In order to provide SBO shareholders with a clear and comprehensible overview of the total remuneration of the members of the Executive Board in line with the requirements of Section 78c Austrian Stock Corporation Act (AktG), the total remuneration of the members

of the Executive Board is presented in tabular form based on the proposed presentation format of the AFRAC statement.

This presentation of total remuneration aims to provide the reader with a clear breakdown of the components and the relative proportions of fixed and variable remuneration components for each individual Executive Board member. The remuneration of affiliated companies paid to Executive Board members is shown in the following table as a separate item from the other components.

In the fiscal year 2021, which comprised the period from 1 January 2021 to 31 December 2021, only Ing. Gerald Grohmann (Chairman of the Executive Board and CEO) and Mag. Klaus Mader (Member of the Executive Board and CFO) were members of the Executive Board of **SCHOELLER-BLECKMANN OILFIELD EQUIPMENT Aktiengesellschaft**.

As recommended in the AFRAC statement, both the remuneration owed and the remuneration granted to Executive Board members are presented below. In this regard, the remuneration owed includes the amounts that are effectively received by the board member within a period and that are attributable to this reporting period, as well as the entitlements that are definitively acquired for this period, even if payment is made in a later period. The remuneration granted relates to provisions recognized in a fiscal year and other deferrals of remuneration components that are economically attributable to this reporting period on the basis of legal or contractual obligations, but whose final determination and payment will only be made in subsequent periods.

Furthermore, disclosed are the amounts paid in the current period, which consist of entitlements that were acquired in previous years and are owed by the Company, and the amounts (newly) owed in the current period.

### 2.2.2 Fixed remuneration components

In the reporting year a base salary of TEUR 615 per annum in fourteen partial payments was paid to Ing. Gerald Grohmann. In addition, the following benefits in kind and fringe benefits as well as pension expenses were paid for Ing. Gerald Grohmann:

- The costs of casualty and invalidity insurance are borne by the Company.
- Company car including the right to private use, the remuneration value in kind foreseen by the Austrian Income Tax Act being TEUR 12 per annum.
- The costs of the existing D&O insurance are borne by the Company.
- TEUR 61 was paid into the pension fund ("Pensionskasse") by the Company in fiscal year 2021.
- No remuneration from affiliated companies was paid to Ing. Gerald Grohmann.



In the reporting year a base salary of TEUR 371 per annum in fourteen partial payments was paid to Mag. Klaus Mader. In addition, the following benefits in kind and fringe benefits as well as pension expenses were paid for Mag. Klaus Mader:

- The costs of casualty and invalidity insurance are borne by the Company.
- Company car including the right to private use, the remuneration value in kind foreseen by the Austrian Income Tax Act being TEUR 12 per annum.
- The costs of the existing D&O insurance are borne by the Company.
- TEUR 87 was paid into the pension fund (“Pensionskasse”) by the Company in fiscal year 2021.
- No remuneration from affiliated companies was paid to Mag. Klaus Mader.

### 2.2.3 Variable remuneration components

Variable compensation components for Ing. Gerald Grohmann:

The acquired entitlement from variable remuneration for the fiscal year 2021 amounts to TEUR 429, which will be paid in the fiscal year 2022.

In the reporting year 2021, the variable remuneration of TEUR 254 was paid for the fiscal year 2020.

Variable compensation components for Mag. Klaus Mader:

The acquired entitlement from variable remuneration for the fiscal year 2020 amounts to TEUR 201, which will be paid in the fiscal year 2022.

In the reporting year 2021, the variable remuneration of TEUR 131 was paid for the fiscal year 2020.

Determination of the fulfillment of the criteria for the variable remuneration of the Executive Board members is the responsibility of the Company’s Remuneration Committee. The Company’s Remuneration Committee resolved at its meeting on 16 March 2022 the fulfillment of the criteria and hence the absolute amounts of the variable remuneration of each Executive Board member for the fiscal year 2021.

### 2.2.4 Long Term Incentive Plan

There is no stock option plan for members of the Executive Board; in particular, there is no stock option plan or plan for the preferential transfer of shares.

## 2.2.5 Total compensation

Total remuneration Ing. Gerald Grohmann in TEUR	Fiscal year		
	2021	2020	2019
<b>Fixed remuneration</b>			
-Annual fixed salary	627	614	606
-Contributions to external pension funds	61	60	59
<b>Subtotal</b>	<b>688</b>	<b>674</b>	<b>665</b>
<b>Variable remuneration</b>			
-Annual bonus			
Payment in advance	0	0	0
Annual bonus 1)	429	254	444
-Performance-based LTIP	0	0	0
Payment on account LTIP	0	0	0
<b>Subtotal</b>	<b>429</b>	<b>254</b>	<b>444</b>
<b>Remuneration from affiliated companies</b>			
-Salary for managing director activities in subsidiaries	0	0	0
<b>Subtotal</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other remuneration</b>			
-One-off settlement payment	0	0	0
-Share-based remuneration	236	178	449
<b>Subtotal</b>	<b>236</b>	<b>178</b>	<b>449</b>
<b>Total remuneration</b>			
-Fixed	688	674	665
-Variable	429	254	444
-Affiliated companies	0	0	0
-Other	236	178	449
<b>Total</b>	<b>1 353</b>	<b>1 106</b>	<b>1 558</b>
-Relative share of fixed remuneration	50,8%	61,0%	42,7%
-Relative share of variable remuneration	49,2%	39,0%	57,3%
-Change in total remuneration absolute	247	-452	
-Change in total remuneration %	22,3%	-29,0%	
-Change in remuneration of entire Executive Board in %	20,1%	-24,2%	
-Change in % of average remuneration of employees in the Group	1,8%	-14,5%	
1) Payment will be made in following year (annual bonus for FY 2021 will be paid in 2022 / annual bonus for FY 2020 was paid in 2021 / annual bonus for FY 2019 was paid in 2020)			

Total remuneration Mag. Klaus Mader in TEUR	Fiscal year		
	2021	2020	2019
<b>Fixed remuneration</b>			
-Annual fixed salary	383	375	370
-Contributions to external pension funds	87	73	82
<b>Subtotal</b>	<b>470</b>	<b>448</b>	<b>452</b>
<b>Variable remuneration</b>			
-Annual bonus			
Payment in advance	0	0	0
Annual bonus 1)	201	131	214
-Performance-based LTIP	0	0	0
Payment on account LTIP	0	0	0
<b>Subtotal</b>	<b>201</b>	<b>131</b>	<b>214</b>
<b>Remuneration from affiliated companies</b>			
-Salary for managing director activities in subsidiaries	0	0	0
<b>Subtotal</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other remuneration</b>			
-One-off settlement payment	0	0	0
-Share-based remuneration	0	0	0
<b>Subtotal</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total remuneration</b>			
-Fixed	470	448	452
-Variable	201	131	214
-Affiliated companies	0	0	0
-Other	0	0	0
<b>Total</b>	<b>671</b>	<b>579</b>	<b>666</b>
-Relative share of fixed remuneration	70,0%	77,4%	67,8%
-Relative share of variable remuneration	30,0%	22,6%	32,2%
-Change in total remuneration absolute	92	-87	
-Change in total remuneration %	15,9%	-13,1%	
-Change in remuneration of entire Executive Board in %	20,1%	-24,2%	
-Change in % of average remuneration of employees in the Group	1,8%	-14,5%	
1) Payment will be made in following year (annual bonus for FY 2021 will be paid in 2022 / annual bonus for FY 2020 was paid in 2021 / annual bonus for FY 2019 was paid in 2020)			

### 2.3 Information on share-based remuneration

Starting with the fiscal year 2014, a share-based remuneration was granted to Chief Executive Officer Ing. Gerald Grohmann, covering an annual transfer of 6,000 SBO shares. These shares are subject to a restriction on disposal and encumbrance on the part of Ing. Gerald Grohmann for a period of two years from the respective transfer and no longer than until the termination of the employment contract.

### 2.4. Deviation from Remuneration Policy 2020

In fiscal year 2021, there were no deviations from the Remuneration Policy 2020 or from the implementation procedure described therein.

### 2.5 Clawback of variable remuneration components

In the financial year 2021, the contract of Ing. Gerald Grohmann was extended. In the course of this extension, it was included that the Company can reclaim variable remuneration components, if it becomes clear that they were paid out on the basis of obviously false data ("clawback"). There was no case of application in the financial year, therefore no variable remuneration components were clawed back.

### 2.6 Voting results of the last Annual General Meeting

The Remuneration Report for the financial year 2020 was approved by the Annual General Meeting on 29 April 2021 with 60.68 % of the valid votes cast. Therefore, this voting result did not give rise to any need for action or adjustment with regard to the Remuneration Report.

## **3. Remuneration Report on the remuneration of the members of the Supervisory Board**

The Remuneration Report provides an overview of the total compensation of the Supervisory Board members and explains the remuneration principles.

### 3.1 Remuneration principles 2020

The purpose of the Remuneration Policy is to ensure that the Supervisory Board members receive remuneration for their activities which is appropriate to their tasks, responsibilities and the situation of the Company. It is intended to promote the business strategy and long-term development of SCHOELLER-BLECKMANN OILFIELD EQUIPMENT Aktiengesellschaft while at the same time ensuring the objectivity and independence of the Supervisory Board.

The Supervisory Board remuneration must be in line with market conditions and be attractive enough to attract suitably qualified individuals to work for an internationally operating listed company. It is intended to promote the long-term development of the Company and the implementation of the sustainable growth strategy. It must also allow for a professionally and personally balanced composition of the Board, paying particular attention to diversity in terms of representation of both sexes and a balanced age structure and professional background of members.

For details on the remuneration components, please refer to the Remuneration Policy 2020 for Supervisory Board members of SCHOELLER-BLECKMANN OILFIELD EQUIPMENT Aktiengesellschaft. The Remuneration Policy 2020 is available on the Company's website at [www.sbo.at/remuneration](http://www.sbo.at/remuneration).

## 3.2 Presentation of total remuneration

### 3.2.1 Fundamentals

In order to provide the shareholders of SCHOELLER-BLECKMANN OILFIELD EQUIPMENT Aktiengesellschaft with a clear and comprehensible overview of the total remuneration of the members of the Supervisory Board in line with the requirements of Section 98a in conjunction with Section 78c Austrian Stock Corporation Act (AktG), the total remuneration of the members of the Supervisory Board is presented in the following table, which is based on the proposed presentation format of the AFRAC statement.

In the fiscal year 2021, which comprised the period from 1 January 2021 to 31 December 2021,

Mag. Norbert Zimmermann, Chairman  
Mag. Brigitte Ederer, Deputy Chairwoman  
Mag. Dipl.Ing. Helmut Langanger  
Dr. Wolfram Littich  
Mag. Sonja Zimmermann

had been appointed and received remuneration as members of the Supervisory Board of SCHOELLER-BLECKMANN OILFIELD EQUIPMENT Aktiengesellschaft. Dr. Karl Schleinzer was a member of the Supervisory Board until 23 April 2020; the remuneration for the period 1 January 2020 to 23 April 2020 as shown in the table below was paid in the financial year 2021.

By resolution of the Annual General Meeting on 29 April 2021, the remuneration for the members of the Supervisory Board was set as follows:

### 3.2.2 Fixed remuneration components

Fixed annual remuneration:

- for the Chairman EUR 37,000
- for each other member of the supervisory board EUR 27,000

### 3.2.3 Variable remuneration components

Attendance fee:

Each member of the Supervisory Board receives an attendance fee of EUR 1,000 for each Supervisory Board meeting attended. An overview of the attendance fees granted can be found in the tables below.

All members of the Supervisory Board are included in a D&O insurance policy with risk-adequate coverage taken out by SBO, the costs of which are borne by the Company.

Variable remuneration:

The Remuneration Policy adopted at the Annual General Meeting on 23 April 2020 does not include performance-related variable remuneration. In accordance with the Remuneration Policy, no performance-related variable remuneration components was paid in the fiscal year 2021.

### 3.2.4 Long Term Incentive Plan

There is no Long Term Incentive Program for members of the Supervisory Board.

### 3.2.5 Total compensation

Total remuneration 2021 per Member of the Supervisory Board in TEUR	Supervisory Board Members					
	Norbert Zimmermann	Ederer	Langanger	Schleinzner 1)	Littich	Sonja Zimmermann
<b>Fixed remuneration</b>						
-Basic remuneration	37	27	27	9	27	27
-Contributions to external pension funds	0	0	0	0	0	0
<b>Subtotal</b>	<b>37</b>	<b>27</b>	<b>27</b>	<b>9</b>	<b>27</b>	<b>27</b>
<b>Variable remuneration</b>						
-Attendance fees	5	5	5	1	5	5
<b>Subtotal</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>1</b>	<b>5</b>	<b>5</b>
<b>Remuneration from affiliated companies</b>						
-Salary for managing director activities in subsidiaries	0	0	0	0	0	0
<b>Subtotal</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other remuneration</b>						
-One-off settlement payment	0	0	0	0	0	0
<b>Subtotal</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total remuneration</b>						
-Fixed	37	27	27	9	27	27
-Variable	5	5	5	1	5	5
-Affiliated companies	0	0	0	0	0	0
-Other	0	0	0	0	0	0
<b>Subtotal</b>	<b>42</b>	<b>32</b>	<b>32</b>	<b>10</b>	<b>32</b>	<b>32</b>
<b>Total remuneration of the Supervisory Board 2021</b>						<b>180</b>
1) Dr. Karl Schleinzner was a member of the Supervisory Board until 23 April 2020.						

<b>Total remuneration 2020 per Member of the Supervisory Board</b>						
	in TEUR					
	<b>Norbert Zimmermann</b>	<b>Ederer</b>	<b>Langanger</b>	<b>Schleinzer</b>	<b>Littich</b>	<b>Sonja Zimmermann</b>
<b>Fixed remuneration</b>						
-Basic remuneration	30	20	20	20	20	20
-Contributions to external pension funds	0	0	0	0	0	0
<b>Subtotal</b>	<b>30</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>
<b>Variable remuneration</b>						
-Attendance fees	5	4	4	5	5	5
-variable payment 1)	2	2	2	2	2	4
<b>Subtotal</b>	<b>7</b>	<b>6</b>	<b>6</b>	<b>7</b>	<b>7</b>	<b>9</b>
<b>Remuneration from affiliated companies</b>						
-Salary for managing director activities in subsidiaries	0	0	0	0	0	0
<b>Subtotal</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other remuneration</b>						
-One-off settlement payment	0	0	0	0	0	0
<b>Subtotal</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total remuneration</b>						
-Fixed	30	20	20	20	20	20
-Variable	7	6	6	7	7	9
-Affiliated companies	0	0	0	0	0	0
-Other	0	0	0	0	0	0
<b>Subtotal</b>	<b>37</b>	<b>26</b>	<b>26</b>	<b>27</b>	<b>27</b>	<b>29</b>
<b>Total remuneration of the Supervisory Board 2020</b>						<b>173</b>
1) In fiscal year 2020, variable remuneration was paid out for fiscal year 2019 in accordance with the resolution of the Annual General Meeting dated 24 April 2018.						

<b>Total remuneration 2019 per Member of the Supervisory Board</b>							
	in TEUR						
	<b>Norbert Zimmermann</b>	<b>Ederer</b>	<b>Langanger</b>	<b>Schleinzer</b>	<b>Littich</b>	<b>Sonja Zimmermann</b>	<b>Pichler 2)</b>
<b>Fixed remuneration</b>							
-Basic remuneration	30	20	20	20	20	13	7
-Contributions to external pension funds	0	0	0	0	0	0	0
<b>Subtotal</b>	<b>30</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>13</b>	<b>7</b>
<b>Variable remuneration</b>							
-Attendance fees	5	5	4	5	4	4	1
-variable payment 1)	10	10	10	10	10	7	3
<b>Subtotal</b>	<b>15</b>	<b>15</b>	<b>14</b>	<b>15</b>	<b>14</b>	<b>11</b>	<b>4</b>
<b>Remuneration from affiliated companies</b>							
-Salary for managing director activities in subsidiaries	0	0	0	0	0	0	0
<b>Subtotal</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other remuneration</b>							
-One-off settlement payment	0	0	0	0	0	0	0
<b>Subtotal</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total remuneration</b>							
-Fixed	30	20	20	20	20	13	7
-Variable	15	15	14	15	14	11	4
-Affiliated companies	0	0	0	0	0	0	0
-Other	0	0	0	0	0	0	0
<b>Subtotal</b>	<b>45</b>	<b>35</b>	<b>34</b>	<b>35</b>	<b>34</b>	<b>24</b>	<b>11</b>
<b>Total remuneration of the Supervisory Board 2019</b>							<b>220</b>
1) In fiscal year 2019, variable remuneration was paid out for fiscal year 2018 in accordance with the resolution of the Annual General Meeting dated 24 April 2018.							
2) Dr. Peter Pichler was a member of the Supervisory Board until 24 April 2018.							

### 3.2.6 Conformity of total remuneration with Remuneration Policy

The total remuneration granted to the members of the Supervisory Board for fiscal year 2021 complies with the Remuneration Policy 2020.

### 3.2.7 Information on share-based remuneration

There is no stock option program for the members of the Supervisory Board and no shares have been offered or granted to the members of the Supervisory Board.

### 3.2.8 Deviations from Remuneration Policy 2020

In this fiscal year, there were no deviations from the Remuneration Policy adopted in 2020 or from the implementation procedure described therein.

### 3.2.9 Voting results of the last Annual General Meeting

The Remuneration Report for the financial year 2020 was approved by the Annual General Meeting on 29 April 2021 with 60.68 % of the valid votes cast. Therefore, this voting result did not give rise to any need for action or adjustment with regard to the Remuneration Report.

Ternitz, March 2022