

## DECLARATION CONCERNING THE AUSTRIAN CORPORATE GOVERNANCE CODE

The Austrian Corporate Governance Code (ÖCGK) provides domestic stock corporations with a framework for the management and supervision of companies. The Code aims to establish corporate governance and controlling that is oriented towards responsibility, as well as towards sustainable and long-term value creation. This in turn is intended to create a high level of transparency for all stakeholders in the company. The Code is publicly accessible at [www.corporate-governance.at](http://www.corporate-governance.at). The Code is based on the guidelines of the Austrian Stock Corporation Act (UGB), the Stock Exchange Act and the Capital Market Act, European Union recommendations concerning the tasks of supervisory board members and the remuneration of management board members, and the principles of the OECD guidelines on corporate governance. It is based on a voluntary commitment. The Management and Supervisory Boards of AMAG Austria Metall AG have recognised and implemented the Code. AMAG Austria Metall AG is consequently committed to adhering to the ÖCGK in its latest version.

The ÖCGK contains the following rules:

- › “L rules” (legal), these are legally prescribed measures;
- › “C rules” (comply or explain), where a failure to comply must be explained;
- › “R rules” (recommendations) are recommendations that AMAG Austria Metall AG largely follows.

AMAG Austria Metall AG adheres to all “L rules” and “C rules”. As a consequence, the corresponding GRI standards relating to corporate governance are also met.

Pursuant to Rule 62, compliance with the Code's C rules should be evaluated externally on a regular basis, in other words, at least every three years. The last evaluation was performed for the 2023 financial year as part of the audit of the 2023 annual financial statements by the Group's auditor. As a result of the evaluation, the auditors found that the declaration of compliance of AMAG Austria Metall AG with the Austrian Corporate Governance Code in the version of January 2023 corresponds to the actual circumstances. In accordance with Rule 62 of the ÖCGK, the next external evaluation is planned for the 2026 financial year.

## MANAGEMENT AND SUPERVISORY BOARDS' WORKING METHODOLOGIES (GRI 2-16, 2-17)

AMAG Austria Metall AG is a public stock corporation established under Austrian law with a Management Board and a Supervisory Board as its management bodies (dualistic system).

The Management Board consisted of three members at the end of 2023. The Supervisory Board appoints the members of the Management Board.

The Management Board conducts business based on the law, the ÖCGK, the articles of incorporation and the rules of business procedure. These set out regulations for the collaboration between the Management Board members and the allocation of responsibilities. The Management Board members constantly exchange information with each other. At Management Board meetings, they discuss the current course of business, make decisions and pass resolutions. Meetings are to be held at regular intervals, if possible at least every two weeks.

The Management Board informs the Supervisory Board concerning all issues of relevance to financial and strategic business development. This includes the risk position and risk management of both the company and its significant Group companies. Information is provided promptly and comprehensively at regular meetings. In addition, the Supervisory Board Chairman is in regular contact with the Management Board Chairman (Chief Executive Officer) and discusses the company's strategy, business development and risk management with him.

The Supervisory Board supervises the company's Management Board and supports it in the executive management of the company, especially in relation to decisions of fundamental significance. The election of Supervisory Board members occurs at the Annual General Meeting on the basis of the requirements of the Austrian Stock Corporation Act (AktG) and the ÖCGK. Accordingly, the persons proposed for election to the Supervisory Board must disclose to the Annual General Meeting their professional qualifications, their professional or comparable functions, and any circumstances that could give rise to concerns about bias.

Management and Supervisory Board members must disclose any conflicts of interest in accordance with the requirements of the ÖCGK. No divergences from this requirement arose in the reporting year. (GRI 2-15)

## COMPOSITION OF THE MANAGEMENT BOARD AS OF DECEMBER 31, 2023 (GRI 2-9)

Compared to the previous year, in the 2023 financial year no changes occurred to the Management Board team of AMAG Austria Metall AG. The previous CEO, Gerald Mayer, left the company early at his own request on December 31, 2023.

	<b>Mag. Gerald Mayer</b> Chief Executive Officer	<b>Priv.-Doz. Dipl.-Ing. Dr. Helmut Kaufmann</b> Chief Operating Officer	<b>Victor Breguncci, MBA</b> Chief Sales Officer
Year of birth	> 1971	> 1963	> 1975
First appointed as Management Board member	> March 1, 2019: Appointment as Management Board Chairman (Chief Executive Officer) > February 18, 2011: Appointment as Chief Financial Officer > November 2007: Initial appointment to the predecessor company Austria Metall AG	> February 18, 2011: Appointment as Chief Operating Officer > September 2007: Initial appointment to the predecessor company Austria Metall AG	> June 1, 2019: Appointment as Chief Sales Officer
End of the current term of office	> December 31, 2023	> December 31, 2026	> May 31, 2026
Allocated Group functions	> Strategy, M&A, Organisation > Personnel > Communications > Investor Relations/Issuer Compliance > Purchasing > Legal > Controlling > Financial Accounting/Tax > Financial Management > Metals Management	> Production Rolling/Casting > Research/Corporate Technology > Innovation Management > Management Systems > AMAG service GmbH > Information Technology > Technical Business Development	> Strategic Sales Development > Sales Rolling/Casting > Supply Chain Management > Marketing > Market Monitoring and Development
Supervisory board mandates at other companies	> None	> None	> None

The Supervisory Board of AMAG Austria Metall AG appointed Priv.-Doz. Dipl.-Ing. Dr. Helmut Kaufmann as Management Board Chairman (Chief Executive Officer) as of January 1, 2024, in addition to his previous function as Chief Operating Officer. Helmut Kaufmann's Management Board contract runs until December 31, 2026. In addition, Claudia Trampitsch was appointed Chief Financial Officer from January 1, 2024. Her contract term also ends on December 31, 2026. As of January 1, 2024, the AMAG Management Board team thereby consists of Priv.-Doz. Dipl.-Ing. Dr. Helmut Kaufmann (CEO and COO), Victor Breguncci, MBA (CSO) and Claudia Trampitsch (CFO).

## COMPOSITION OF THE SUPERVISORY BOARD (GRI 2-9, 2-10, 2-11, 405-1)

At the Annual General Meeting on April 13, 2023, the number of Supervisory Board members elected by the Annual General Meeting was increased from eight to nine members (thereby remaining within the limits imposed by the articles of incorporation) with effect from September 1, 2023. Dipl.-Ing. Franz Viehböck was re-elected to the Supervisory Board of AMAG Austria Metall AG. Gerhard Schwartz was newly elected to the Supervisory Board. Maximilian Angermeier was elected as a member of the Supervisory Board with effect from September 1, 2023.

The Supervisory Board of AMAG Austria Metall AG reconstituted itself at its meeting on April 13, 2023. Herbert Ortner was re-elected as Chairman of the Supervisory Board, Thomas Zimpfer as First Deputy Chairman and Dr. Heinrich Schaller as Second Deputy Chairman.

The employee representatives nominated among others Maximilian Angermeier as a delegate to the Supervisory Board of AMAG Austria Metall AG. Due to his retirement on September 1, 2023, the Group Works Council nominated Harald Berger as a new member of the Supervisory Board of AMAG Austria Metall AG.

All Supervisory Board members participated in at least half of the meetings.

## SUPERVISORY BOARD MEMBERS AS OF DECEMBER 31, 2023

### Dipl.-Ing. Herbert Ortner (1968)

#### Supervisory Board Chairman

First appointed: April 17, 2018; Reappointment: April 13, 2021

Mandate duration: until the AGM that passes a resolution concerning the ratification for FY 2024

Supervisory board mandates at other listed companies: -

### Mag. Thomas Zimpfer (1983)

#### First Deputy Supervisory Board Chairman

First appointed: April 10, 2019; Reappointment: April 20, 2022

Mandate duration: until the AGM that passes a resolution concerning the ratification for FY 2025

Supervisory board mandates at other listed companies: -

### Dr. Heinrich Schaller (1959)

#### Second Deputy Supervisory Board Chairman

First appointed: May 16, 2012; Reappointment: April 13, 2021

Mandate duration: until the AGM that passes a resolution concerning the ratification for FY 2023

Supervisory board mandates at other listed companies: Raiffeisenbank International AG (second deputy chairman), voestalpine AG (first deputy chairman)

### Max Angermeier (1958)

#### Supervisory Board member

First appointed: September 1, 2023

Mandate duration: until the AGM that passes a resolution concerning the ratification for FY 2024

Supervisory board mandates at other listed companies: -

### Dr. Wolfgang Bernhard (1960)

#### Supervisory Board member

First appointed: April 10, 2019; Reappointment: April 20, 2022

Mandate duration: until the AGM that passes a resolution concerning the ratification for FY 2025

Supervisory board mandates at other listed companies: Andritz AG

### Dipl.-Ing. Walter Oblin (1969)

#### Supervisory Board member

First appointed: April 13, 2021

Mandate duration: until the AGM that passes a resolution concerning the ratification for FY 2024

Supervisory board mandates at other listed companies: -

### Mag. Gerhard Schwartz (1965)

#### Supervisory Board member

First appointed: April 13, 2023

Mandate duration: until the AGM that passes a resolution concerning the ratification for FY 2026

Supervisory board mandates at other listed companies: Lenzing AG

### O. Univ.-Prof.<sup>in</sup> Dr.<sup>in</sup> Sabine Seidler (1961)

#### Supervisory Board member

First appointed: May 16, 2012; Reappointment: July 21, 2020

Mandate duration: until the AGM that passes a resolution concerning the ratification for FY 2023

Supervisory board mandates at other listed companies: -

**Dipl.-Ing. Franz Viehböck (1960)**

Supervisory Board member

First appointed: April 16, 2015; Reappointment: April 13, 2023

Mandate duration: until the AGM that passes a resolution concerning the ratification for FY 2026

Supervisory board mandates at other listed companies: -

**WORKS COUNCIL DELEGATES****Martin Aigner (1968)**

Supervisory Board member

Delegated: January 1, 2017

**Maximilian Angermeier (1958)**

Supervisory Board member

Delegated: April 14, 2011, until August 31, 2023

**Harald Berger (1974)**

Supervisory Board member

Delegated: September 1, 2023

**Robert Hofer (1977)**

Supervisory Board member

Delegated: December 31, 2011

**Günter Mikula (1966)**

Supervisory Board member

Delegated: August 1, 2014

**DISCLOSURES ABOUT THE INDEPENDENCE OF SUPERVISORY BOARD MEMBERS (GRI 2-9)**

The Supervisory Board determines the criteria for its independence. This is based on Annex 1 of the ÖCGK. All Supervisory Board members confirmed that they consider themselves independent (Rule 53). This applies to all Supervisory Board members elected by the Shareholders' General Meeting. (GRI 2-10)

Rule 54 is not applicable to AMAG Austria Metall AG at present. The reason for this is the low free float of less than 20 %.

**SUPERVISORY BOARD COMMITTEES (GRI 2-9, 2-10, 2-12)**

The articles of incorporation authorise the Supervisory Board to form committees from among its members. They also define their tasks and rights. Furthermore, they can delegate to the committees the right to take decisions. The employee representatives on the Supervisory Board are entitled to delegate members to the Supervisory Board's committees. This is based on Section 110 (1) of the Austrian Work Organisation Act (ArbVG). This does not apply to committees that handle relationships between the company and its Management Board members.

**AUDIT COMMITTEE**

The Audit Committee performs the tasks assigned to it in accordance with Section 92 (4a) of the Austrian Stock Corporation Act (AktG). It is responsible for the auditing and preparation of the adoption of the separate annual financial statements, the proposal for distributing profit, the management report, the corporate governance report and the examination of the risk management system. It is also required to examine the consolidated financial statements. Furthermore, it makes a proposal for the election of the auditor of the financial statements, checks and monitors its independence, and approves and controls the provided non-audit services. The chair of the Audit Committee determines the mutual communication between the auditor and the Audit Committee (C Rule 81a ÖCGK). The committee is obligated to report to the Supervisory Board on its activities.

**Members of the Audit Committee as of December 31, 2023:**

- > Dipl.-Ing. Walter Oblin (chair and finance expert)
- > Dipl.-Ing. Herbert Ortner (deputy chair)
- > Dr. Heinrich Schaller
- > Mag. Gerhard Schwartz
- > Robert Hofer
- > Günter Mikula

## NOMINATION COMMITTEE

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The Nomination Committee is responsible for the preparation of the diversity concept, succession planning, the submission of proposals to the Supervisory Board for filling vacant Management Board mandates and the submission of proposals to the Annual General Meeting for filling vacant Supervisory Board mandates. The appointment of certain key positions within the Group and at subgroup level, such as the appointment and recall from office of managing directors, requires the approval of the committee. It monitors the structure, functionality and effectiveness of the talent management process and the succession planning process below Management Board level.

### Members of the Nomination Committee as of December 31, 2023:

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- > Dipl.-Ing. Herbert Ortner (chair)
  - > Mag. Thomas Zimpfer (deputy chair)
  - > Dr. Heinrich Schaller
  - > Dipl.-Ing. Franz Viehböck
  - > Robert Hofer
  - > Günter Mikula
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## STRATEGY COMMITTEE

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The Strategy Committee's tasks include discussing the corporate strategy, including the company-specific key performance indicators derived from it, with the Management Board, the ongoing monitoring of strategy implementation by the Management Board, and monitoring the presence of a strategy process appropriate to the company's size and structure.

### Members of the Strategy Committee as of December 31, 2023:

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- > Dipl.-Ing. Herbert Ortner (chair)
  - > Mag. Thomas Zimpfer (deputy chair)
  - > Dr. Wolfgang Bernhard
  - > Dr. Heinrich Schaller
  - > Robert Hofer
  - > Günter Mikula
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## REMUNERATION COMMITTEE

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The Remuneration Committee is responsible for drafting and concluding as well as amending and terminating employment agreements with Management Board members. In addition, it is responsible for the preparation as well as regular reviews of the remuneration policy for Management Board and Supervisory Board members and for monitoring the implementation of the remuneration policy for Management Board members. Furthermore, it controls the processing and execution of Management Board contracts and supports the Management Board in preparing the remuneration report.

### Members of the Remuneration Committee as of December 31, 2023:

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- > Dipl.-Ing. Herbert Ortner (chair)
  - > Mag. Thomas Zimpfer (deputy chair)
  - > Günter Mikula
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## COMMITTEE FOR URGENT MATTERS

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The Committee for Urgent Matters is authorised to approve transactions and legal acts of the Management Board in urgent cases that require Supervisory Board approval in accordance with the law, the articles of incorporation, and the ÖCGK, or the rules of procedure for the Management Board. The precondition for this is that the decision cannot be postponed until the next ordinary Supervisory Board meeting. The committee chair is obligated to report immediately to the Supervisory Board on the resolutions that are passed.

### Members of the Committee for Urgent Matters as of December 31, 2023:

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- > Dipl.-Ing. Herbert Ortner (chair)
  - > Mag. Thomas Zimpfer (deputy chair)
  - > Dr. Heinrich Schaller
  - > Mag. Gerhard Schwartz
  - > Robert Hofer
  - > Günter Mikula
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## ESG COMMITTEE (GRI 2-17)

The ESG Committee was established in 2023 for the first time and is tasked, in particular, with monitoring the establishment and effectiveness of processes for the implementation and assessment of sustainability reporting in accordance with the EU Corporate Sustainability Reporting Directive (No. 2022/2464 – CSRD) and further applicable legislation as well as related reporting to the Audit Committee and the plenary Supervisory Board. From the 2024 financial year onwards, AMAG's sustainability reporting is to be carried out in accordance with the CSRD. The ESG Committee then has the task of supporting the Audit Committee in its duties regarding sustainability reporting. It also supports and advises on ESG issues at the request of the full Supervisory Board or one of its committees, such as the Remuneration Committee in its preparation of ESG target setting for Management Board remuneration, or the Strategy Committee in its linking of ESG and corporate strategy.

### Members of the ESG Committee as of December 31, 2023:

- > Dipl.-Ing. Herbert Ortner (chair)
- > Mag. Gerhard Schwartz (deputy chair)
- > Dr. Heinrich Schaller
- > Dipl.-Ing. Franz Viehböck
- > Robert Hofer
- > Günter Mikula

## NUMBER AND MAIN FOCUSES OF SUPERVISORY BOARD AND COMMITTEE MEETINGS (GRI 2-12)

The tasks of the Supervisory Board are set out in both the company's articles of incorporation and the law. The Supervisory Board performed its duties at five ordinary meetings and one extraordinary meeting. AMAG Group's current business and financial position was reported on in an ongoing manner at these meetings. In order to implement the concept that had been approved for the company's further strategic alignment, a corresponding update was prepared by the Strategy Committee and discussed by the Supervisory Board. An ESG Committee was established for the first time to deal, in particular, with the effectiveness of processes installed to implement sustainability reporting requirements.

High energy prices, the associated high inflation rate, the war in Ukraine and the change to the geopolitical environment were just as much the focus of the discussions as the climate targets set in

the EU and Austria and the potential impact of the energy transition on the AMAG Group. An approved decarbonisation roadmap was reviewed by the Management Board and discussed by the Supervisory Board. Necessary investments for continuous site development were approved.

In addition to planning for the 2024 financial year and medium-term planning up to 2028, further focus areas of meetings included, in particular, ESG topics, the company's personnel development as well as topics relating to research & development and digitalisation.

The Supervisory Board also concerned itself with the issuer compliance officer's annual activity report as well as with precautions to combat corruption, the audit of the non-financial statement, and the requirements of the EU Taxonomy.

Moreover, the annual evaluation of the Supervisory Board's activities in relation to their effectiveness and efficiency was conducted. Recommendations for improvements were discussed and derived on this basis. (GRI 2-18)

The Management Board contract of CEO Gerald Mayer was terminated early at the end of 2023 by mutual agreement. Priv.-Doz. Dipl.-Ing. Dr. Helmut Kaufmann was appointed Management Board Chairman (Chief Executive Officer) of AMAG Austria Metall AG from January 1, 2024 in addition to his previous function as Chief Operating Officer. In addition, Claudia Trampitsch was appointed Chief Financial Officer of AMAG Austria Metall AG, also with effect from January 1, 2024.

The Audit Committee held three meetings. At these, the committee focused on the preparation and examination of the company's consolidated and separate financial statements, the audit results and the auditor's planning for 2023. Further topics included the requirements of the EU Taxonomy Regulation, the effectiveness and functioning of the internal control, audit, and risk management system, and specific financial accounting issues.

The Nomination Committee met three times in 2023 and dealt with the nominations to the Supervisory Board, personnel matters relating to the management of AMAG rolling GmbH and, in particular, the CEO/CFO succession search and, in this context, the preparation of competency profiles.

The Remuneration Committee convened for seven meetings during the 2023 financial year. The focus was on the target agreements with the members of the Management Board, the preparation of the remuneration report, the termination of Gerald Mayer's contract, and the new Management Board contracts with Priv.-Doz. Dr. Helmut Kaufmann and Claudia Trampitsch.

The Strategy Committee held two meetings in 2023. The focus was on the effects of the change to geopolitical conditions, the implementation and update of the approved strategy, the further strategic development of AMAG Group, and market-relevant topics.

The newly established ESG Committee met once in the reporting year. Its consultations particularly related to an update of the decarbonisation roadmap as well as sustainable energy supplies at the Ranshofen site. (GRI 2-17)

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## REMUNERATION REPORT FOR THE MANAGEMENT AND SUPERVISORY BOARDS

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With the Austrian Stock Corporation Law Amendment Act 2019 (AktRÄG [BGBl I 2019/63]), the provisions relating to the disclosure of the total remuneration of the individual members of the Management Board and the principles of the remuneration policy no longer apply. This information is now given in detail in the remuneration report to be submitted to the Annual General Meeting for voting (Section 78d AktG). In accordance with the requirements of the GRI Universal Standards 2021, selected disclosures about the remuneration policy and the remuneration itself are presented below.

The principles applied in determining the remuneration of the Management and Supervisory Boards of AMAG Austria Metall AG are set out in the remuneration policy of AMAG Austria Metall AG. The primary aim of the remuneration policy is to promote the long-term and sustainable development of the company. A remuneration policy for AMAG Austria Metall AG was approved for the first time by the Annual General Meeting on July 21, 2020. Due to the issue of sustainability, which is becoming increasingly significant for all companies and especially for AMAG, the principles of the remuneration policy in the new version, which was approved in 2022, have been adjusted. On top of the existing criteria for the long-term variable performance bonus (LTI) for the Management Board members, two to four sustainability criteria from a predefined set of criteria have been added. (GRI 2-19, 2-20)

The Supervisory Board's Remuneration Committee is responsible for preparing, regularly reviewing and monitoring the implementation of the remuneration policy for the Management Board. The Supervisory Board as a plenum bears responsibility for the final determination of this remuneration policy. If necessary, the Remuneration Committee and/or the Supervisory Board are supported by an external remuneration consultant. In order to avoid conflicts of interest, care is taken to ensure that

any advisor to whom recourse is made does not at the same time advise the Management Board on remuneration issues. (GRI 2-20)

When determining Management Board remuneration, the tasks and performance of the individual Management Board members, the company's situation and standard remuneration levels are taken into consideration. The individual Management Board members' professional experience and responsibility as well as the scope and complexity of their activities are also taken into consideration. A horizontal remuneration comparison with other Austrian and German industrial companies is applied in order to achieve competitive Management Board remuneration in line with the market, in order to attract, motivate and retain the most qualified Management Board members for the company. Furthermore, the remuneration and employment conditions of the company's employees are taken into consideration, in order to set the Management Board's remuneration in relation to the company's remuneration structure. (GRI 2-19, 2-20)

The Management Board members' remuneration comprises both non-performance-based and performance-based components as follows:

The basic salary represents a fixed payment at a competitive level, incentivising the Management Board members to act in the company's best interests, taking into consideration shareholders' and employees' interests, as well as the public interest.

The short-term variable incentive (STI) is based on the company's performance during the past financial year, and depends on the financial targets for consolidated EBITDA and consolidated ROCE, as well as non-financial criteria.

The long-term variable incentive (LTI) comprises multi-year, performance-based remuneration aimed at achieving a long-term incentive effect. The LTI is granted on a rolling basis, in other words, in annual tranches with three-year assessment periods each. For this purpose, financial performance criteria and, since the 2022 financial year, sustainability criteria have been applied, in other words, consolidated net income after taxes, consolidated ROCE, sustainability criteria to be defined per tranche, and – given a free float of at least 20 % – the company's capital market performance in relation to selected peer companies (relative TSR).

As far as C Rule 27 of the Austrian Corporate Governance Code (ÖCGK) is concerned, the remuneration policy makes provision whereby the company can reclaim variable remuneration components if it transpires they were paid out on the basis of manifestly false data ("clawback").

The Remuneration Committee reserves the right to award special bonuses for particular services over and above the variable performance bonuses mentioned previously, provided that such particular services shall have created a future-related benefit for the company. These special bonuses are intended to motivate the members of the Management Board to manage the company in a long-term and sustainable manner.

It is permissible to grant sign-on and retention bonuses to members of the Management Board. This may be necessary in order to recruit particularly qualified Management Board members for the company, or to retain them for the company.

AMAG Austria Metall AG makes contributions to an external pension fund for the Management Board members it employs. The amount of such payments is agreed individually in the employment contracts and amounts to between 5 % and 15 % of the annual basic salary. In general, no provision is made for early retirement programs. [\(GRI 2-19\)](#)

The highest paid individual remuneration per year can vary significantly due to the performance-based salary components. In 2023, the ratio of highest paid remuneration (including STI remuneration components and excluding vested LTI entitlements) to the average remuneration of employees (excluding the Management Board and employees of the Alouette interest) stood at 15. The highest paid remuneration (including STI remuneration components and excluding vested LTI entitlements) shows no change compared to the previous year. The average employee remuneration has increased by 8 % compared to the 2022 financial year. The key figures stated were calculated on a full-time equivalent basis including all ancillary costs. [\(GRI 2-21\)](#)

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## DIVERSITY CONCEPT AND PROMOTION OF WOMEN

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Respect, diversity and inclusion form integral and indispensable elements of the corporate culture of AMAG Austria Metall AG, and are taken into consideration in appointments to all functions. For Supervisory Board appointments proposed to the Annual General Meeting and when nominating Management Board members, attention is paid to a balance in relation to qualifications and diversity, as these contribute significantly to the professionalism and effectiveness of the work of the Supervisory and Management Boards. Along with specialist and personal qualifications, this approach also includes aspects such as age structure, origin, gender, education and experience. A diversity concept in written form was approved as of February 7, 2018.

Decisions concerning the appointment of employee representatives to the Supervisory Board are based on the results of works council elections at the individual Group companies and the subsequent passing of resolutions – subject to an absolute majority – at the constitutive meeting of the Group Works Council.

The proportion of women employed in Ranshofen and at AMAG components stood at 16 % in the 2023 financial year, and the proportion of women in management positions was recorded at 13 %. The proportion of female apprentices totalled 22 %. O. Univ.-Prof.<sup>in</sup> Dr.<sup>in</sup> Sabine Seidler has been a member of the AMAG Austria Metall AG Supervisory Board since 2012. On January 1, 2024, Claudia Trampitsch became the first woman to become a member of the Management Board of AMAG Austria Metall AG. She was appointed Chief Financial Officer. The non-financial statement in the Group management report presents more information on the topic of equal opportunities and diversity. AMAG is committed to equal opportunities, and rejects any type of discrimination, especially based on age, gender, skin colour, sexual orientation, background, religion or handicap. [\(GRI 2-10, 405-1\)](#)

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## COMPLIANCE

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Compliance forms a central element of good corporate governance and comprises a basic prerequisite for sustainable corporate performance and success. AMAG operates a comprehensive compliance system, which is described in detail in the non-financial statement in the Group management report.

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## CHANGES AFTER THE REPORTING DATE

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No changes occurred to reportable matters between the reporting date and the date when the corporate governance report was prepared.