

# REPORT OF THE SUPERVISORY BOARD



Dear shareholders,

At FACC, the 2024 financial year was guided by a clear imperative: *unleash the potential*. The Supervisory Board and Management Board made it their mission to identify, leverage, and sustainably realize existing potential. Reflecting on the 2025 financial year, we can affirm that *unleash the potential* has evolved into *potential in motion*.

The past year was characterized by consistent analysis, clear priorities, and structural adjustments. We strengthened our company's key value drivers and identified the decisive levers in our processes, structures, and operational excellence.

We are well aware that transformation is not a short sprint, but a marathon. The measures introduced as part of our Corporate Reshape (CORE) program are taking gradual effect, and are geared toward long-term stability and profitability. The streamlining of the Management Board from four to three members also sent a clear signal at management level: focus, responsibility, and efficiency are at the heart of our actions. The Supervisory Board fully supports this approach, and has expressed its clear commitment to this transformation program.

Through close cooperation and constructive dialogue, we worked alongside the Management Board to prepare FACC for the challenges of the present, and to ensure that the company continues to systematically further develop its performance capabilities. Revenue of EUR 984.4 million and an operating result of EUR 42.3 million are clear indications that our strategic course is proving successful.

On behalf of the entire Supervisory Board, I would like to express my sincere gratitude to our shareholders for their trust, and to all our staff and the Management Board for their tireless commitment. We have laid the foundations for further enhancing our operational strength and sustainably increasing our profitability. We have identified areas of potential, and we are now systematically setting them in motion.

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## SUPERVISORY BOARD MEETINGS

The committees convened in accordance with the Austrian Corporate Governance Code in the 2025 financial year. The meetings primarily focused on discussing the actual course of business compared to the planned performance, resolutions on significant business matters, and other important events. The Supervisory Board of FACC AG comprised eight shareholder representatives and four employee representatives as of the balance sheet date. It is committed to complying with the Austrian Corporate Governance Code.

The Supervisory Board held four meetings in the 2025 financial year. The attendance rate of Supervisory Board members at the meetings was just under 90 percent.

The Supervisory Board performed its duties in the financial year with great care. It monitored and advised the Management Board during its decision-making processes on the basis of detailed written and verbal reports as well as constructive discussions between the Supervisory Board and the Management Board. The Management Board provided the Supervisory Board with regular, timely, and comprehensive reports on the company's financial position, state of production, the overall economic situation in its key markets, the general geopolitical situation, and the opportunities and risks for the company's business development.

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## THE AUDIT COMMITTEE

The Audit Committee convened four times during the 2025 financial year.

It addressed important issues relating to accounting standards and processes, the internal audit system, risk management, and the Group's internal control system. A further key issue was how to strengthen the company's profitability and reduce its debt ratio.

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## THE PERSONNEL AND COMPENSATION COMMITTEE

The Personnel and Compensation Committee held three meetings in the 2025 financial year.

The topics discussed included the early termination of the management contract of Mr. Andreas Ockel (COO). Mr. Ockel requested the Supervisory Board to terminate his mandate early and to be released from the FACC Management Board as of June 24, 2025.

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## THE STRATEGY COMMITTEE

The Strategy Committee convened once during the 2025 financial year.

The Committee primarily addressed strategic considerations regarding the long-term orientation of FACC's portfolio and its positioning in relation to its competitors.

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## AUDIT

At its meeting on March 23, 2026, the Audit Committee of the Supervisory Board, together with the auditor, thoroughly reviewed the Annual Financial Statements, including the Management Report, the Corporate Governance Report, the Remuneration Report, the Non-Financial Report, the Consolidated Financial Statements, including the Group Management Report, and the auditor's report.

After performing its own review, the Audit Committee approved the findings of the auditor's report, and informed the Supervisory Board thereof. The Supervisory Board reviewed the Annual Financial Statements, the Consolidated Financial Statements, the Management Report, the Group Management Report, the Non-Financial Report, the Remuneration Report, and the Corporate Governance Report, and approved the results of the audit. The Supervisory Board approved the Annual Financial Statements, which are thus adopted in accordance with Section 96 (4) of the Austrian Stock Corporation Act (AktG).

My special thanks go to the Management Board, our dedicated employees, and to all stakeholders who are accompanying us on this journey. The past year has shown what can be achieved when strategic clarity is combined with consistent implementation.

Together, we have not only overcome challenges, but also structurally advanced and sustainably strengthened our company. We have unleashed our potential, brought it to life, and set it in motion, with great dedication, a high degree of professionalism, and a clear focus on our goals.

Ried im Innkreis, March 2026

Chengkuan Wang e. h.  
Chairman of the Supervisory Board