



DO & CO AKTIENGESSELLSCHAFT
THE GOURMET ENTERTAINMENT COMPANY

BUSINESS YEAR
2024|2025
ANNUAL GENERAL MEETING

VIENNA, 10 JULY 2025

Annual General Meeting

Financial Year 2024/2025

Agenda

1. Annual and consolidated financial statements for financial year 2024/2025
2. Appropriation of the balance sheet profit for the financial year 2024/2025
3. Discharge of the Executive Board for the financial year 2024/2025
4. Discharge of the Supervisory Board for the financial year 2024/2025
5. Remuneration of the Supervisory Board for the financial year 2024/2025
6. Election of the auditor and group auditor and the auditor for the sustainability report for the 2025/2026 financial year
7. Resolution on the remuneration report
8. Resolution on the authorization of the Executive Board (a) to acquire treasury shares, (b) to dispose of or use treasury shares, (c) to decrease the share capital by withdrawing such treasury shares without any further resolution by the General Meeting of Shareholders
9. Resolution on creating a new authorized capital [Authorized Capital 2025]

Annual General Meeting

Financial Year 2024/2025

Agenda Item 1:

Presentation of the **annual financial statements** together with the **management report** and **corporate governance report**, the consolidated financial statements together with the Group management report including the consolidated non-financial statement, the **proposal for the appropriation of profits** and the report prepared by the Supervisory Board for the 2024/2025 financial year.



THE GOURMET ENTERTAINMENT COMPANY

REPORT OF THE MANAGEMENT BOARD
FINANCIAL YEAR 2024/2025

Highlights

The logo for Dolce & Co is centered within a white circle. It features the word "DO" in a black serif font, followed by a large, ornate, black ampersand "&" that has a decorative flourish extending downwards. To the right of the ampersand is the word "CO" in the same black serif font. A second, larger, semi-transparent circle is partially visible on the right edge of the frame.

DO & CO

Highlights at a glance

Financial Year 2024/2025

Revenue	€ 2,298.1m	+ 26 %
EBITDA	€ 262.4m	+ 30 %
EBIT	€ 183.6m	+ 35 %
Net Result	€ 92.4m	+ 40 %

Highlights at a glance

INNOVATIVE PRODUCTS &
EXPERIENCES

ONLY THE BEST QUALITY

UNIQUE PERSONALITIES

One of the world's market
leaders for highest quality in
the hospitality sector

Financial Year 2024/2025

best ever year in the company history - sales and profits

Revenue : + 26 % to € 2.29 billion
Net Result : + 40 % to € 92.43 million

strong financial stability and outstanding KPIs driven by a unique business model

AIRLINE CATERING :

- **Delta Air Lines** as a new client at New York JFK
- DO & CO wins numerous tenders and continues to expand its customer base

INTERNATIONAL EVENT CATERING :

- **Formula 1** : 10-years contract extension - partners since 1992 for the Paddock Club
- DO & CO at the **UEFA Euro 2024** - for the 6th time in a row

RESTAURANTS, LOUNGES & HOTELS :

- further increase in frequencies and occupancy rates
- **strong growth in revenue and profitability across almost all locations**

Key Figures

Financial Year 2024/2025

Group		2024/2025	2023/2024	Change in m€	Change in %
Revenue	m€	2,298.1	1,819.4	+478.7	+26 %
EBITDA	m€	262.4	202.1	+60.3	+30 %
EBIT	m€	183.6	135.8	+47.8	+35 %
Financial result	m€	-31.3	-32.7	+1.4	+4 %
Net result	m€	92.4	66.2	+26.2	+40 %
EBITDA margin	%	11.4%	11.1%		+0.3 pp
EBIT margin	%	8.0%	7.5%		+0.5 pp
Net Result margin	%	4.0%	3.6%		+0.4 pp
Earnings per share	€	8.42	6.24	+2.2	+35 %
P/E ratio	€	19.37	22.16	-2.8	-13 %
Cash flow from operating activities	m€	173.9	179.7	-5.7	-3 %
Cash flow from investing activities	m€	-48.7	-63.4	+14.7	+23 %
Free cash flow	m€	125.2	116.3	+9.0	+8 %
Equity ratio	%	35.8%	27.4%		+8.4 pp
Cash and cash equivalents	m€	174.2	276.7	-102.5	-37 %
Net Debt (net financial liabilities)	m€	168.9	218.4	-49.5	-23 %
Market capitalization at the end of the period	m€	1,790.3	1,517.0	+273.3	+18 %
Price at the end of the period (closing rate)	€	163.00	138.40	+24.60	+18 %
Employees (FTE)	#	15,255	13,346	+1,909	+14 %

The 3 main pillars
of the DO & CO DNA
committed to our principles

Highest customer
satisfaction through always
prioritizing innovation,
sustainable high quality
and motivation of people

THE 3 MAIN PILLARS OF THE DO & CO DNA

Back to the roots - this is what we stand for



Passion for INNOVATION

Leading edge in product,
process and systems -
development of state-of
the-art culinary



Sustainable QUALITY

Freshest, finest quality
ingredients, **no additives**,
no preservatives -
working with trusted
long-term suppliers



Motivated PEOPLE

Founder led,
entrepreneurial
mindset with a long-term
vision and **motivated**,
dynamic, detail-oriented
company culture with
over **15,000 dedicated**
employees worldwide

Airline Catering

The logo for DO & CO is centered within a white circle. It features the text "DO & CO" in a black serif font. The ampersand is stylized and larger than the other characters, positioned between "DO" and "CO".

DO & CO

Our mission

The best restaurant and hospitality customer experience at over 39,000 feet

Financial Year 2024/2025 vs. FY 2023/2024



pleasing demand in global air traffic, particularly in the premium segment

SKYTRAX 2025

- World’s Best Business Class Catering (Turkish Airlines)
- Best Economy Class Catering Europe (Turkish Airlines)



Turkish Airlines

one of the global quality market leaders in the airline industry

SKYTRAX AWARDS :

- „Best Airline in Europe“
- „Best Business Class in Europe“
- „World’s Best Business Class Catering“
- „Best Economy Class in Europe“
- „Best Economy Class Catering in Europe“

INNOVATIVE PRODUCT EXPERIENCE :

- market-fresh ingredients only, mostly from local suppliers
- **benchmark of the airline industry**
- best quality experience in all cabins and lounges

NEW GOURMET KITCHEN ISTANBUL :

- planning finalized, construction start in 2. HY 2025
- one of the most modern and
- biggest kitchen globally



2 Airline Catering

British Airways in London
Iberia in Madrid
Iberia Express in Madrid

- long-term partnership
- fresh DO & CO menus in all cabins
- IBERIA wins **PAX INTERNATIONAL AWARD** “Outstanding Food Service by a Carrier in Europe 2024”
- IBERIA as an ambassador of Spanish gastronomy



Delta Air Lines

one of the world's biggest fleets

- **new strategic customer and partner** of DO & CO in
 - Detroit
 - Boston
 - Miami
 - Seoul | Korea
- **and now also in New York / JFK**
 - > 200 flights per day
 - one of the biggest hubs for Delta



USA - JetBlue

- **contract extension**
for another 2 years in Dec 2024
- **hub caterer** in New York, JFK
since December 2021
- all long and short haul flights
(up to 180 flights per day)

USA - NEW CUSTOMERS

DO & CO - NEW YORK | JFK & EWR

- Austrian Airlines (Jul 2024)
- Delta Air Lines (Apr 2024)

DO & CO - MIAMI

- Aer Lingus (Oct 2025)
- Turkish Airlines (Oct 2024)

DO & CO - CHICAGO

- Aer Lingus (May 2025)
- Austrian Airlines (Jul 2024)

DO & CO - DETROIT

- Aeroméxico (May 2024)
- Lufthansa (May2024)
- Royal Jordanian (Jun 2024)
- Turkish Airlines (Nov 2023)
- WestJet Airlines (Apr 2025)



NEW CONTRACTS -
REST OF WORLD :

Air Astana	ex Seoul
All Nippon Airways	ex Istanbul
beOnd	ex Milano
China Airlines	ex Frankfurt
China Eastern Airlines	ex Frankfurt
Ethiopian Airlines	ex Warsaw
Gulf Air	ex Munich
Hainan Airlines	ex Vienna
Singapore Airlines	ex Milano
Swiss	ex Seoul
Vietnam Airlines	ex Munich
WestJet	ex Seoul



International Event Catering

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DO & CO

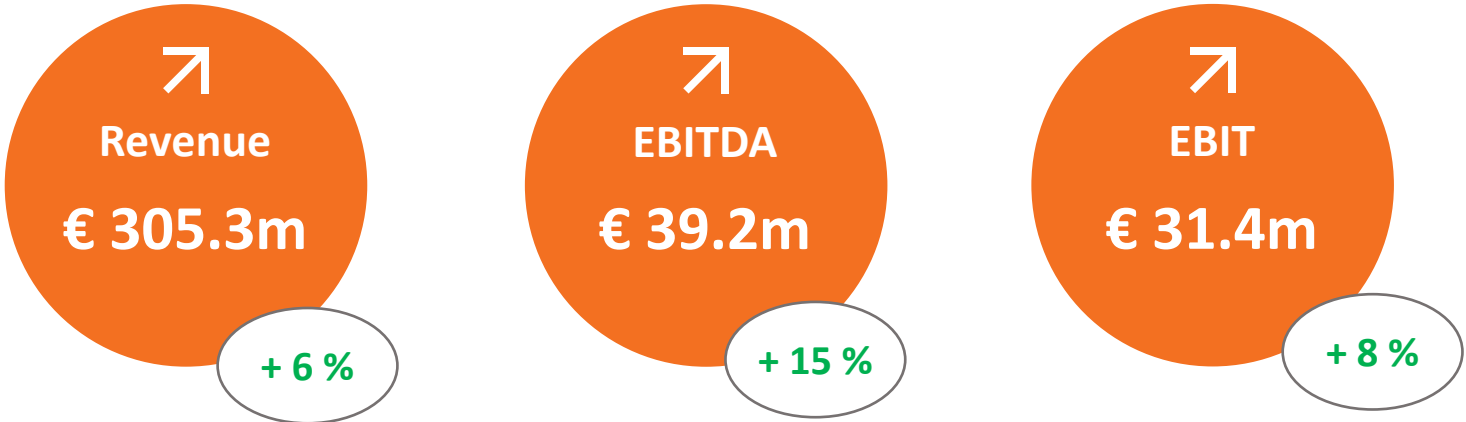
our mission

the world's leading
premium hospitality and
gourmet entertainment
experience

INNOVATIVE
HOSPITALITY CONCEPTS

- UNIQUE HOLISTIC
PRODUCT EXPERIENCE
- AUTHENTIC CUISINE
from all over the world
- PERSONALIZED SERVICE

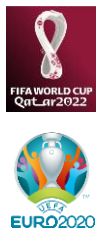
Financial Year 2024/2025 vs. FY 2023/2024



Formula 1 Paddock Club contract extended by another 10 years – partner since 1992

ATP Madrid contract extended by 5 years

hospitality partner of SAP Garden in Munich – capacity of 11,000 guests



Formula 1

DO & CO is exclusive partner since 33 years

- DO & CO continues as official supplier to the F1 Paddock Club with a **10-years contract extension**
- **strong demand** in almost all locations continues
- **high customer satisfaction feedback**
- **state of the art hospitality guest experience** – benchmark of the sport hospitality industry



UEFA EURO 2024

DO & CO as hospitality partner of UEFA for the European Football Championship EURO 2024 (6th time in a row - since 2004)

- catering for VIP guests and sponsors at 51 matches in all 10 stadiums - culinary delights for a total of 47,000 VIP guests
- additionally public catering in Allianz Arena, Munich
- 4 DO & CO gourmet kitchens in Germany as production sites
- most successful EURO ever in terms of customer satisfaction



Allianz Arena

FC Bayern Munich –
long-term and very close
partnership

- DO & CO is responsible for all **VIP guests** and the **public catering** at Allianz Arena
- up to **76,000 spectators**, including **6,800 VIPs** per match at several Bundesliga and Champions League games
- premium catering for the second **NFL game** at Munich's Allianz Arena
- **first-ever concert** in Allianz Arena :
 - Guns N' Roses in June 2025
 - Linkin Park and Helene Fischer expected for 2026



Olympiapark in Munich

big open-air concerts,
festivals and indoor events

- Taylor Swift „The Eras Tour“ with **170,000** guests
- Coldplay, AC / DC, Metallica, Andreas Gabalier and many more
- total : **690,000** guests Gäste
- Olympic Hall :
approx. **880.000** spectators at
concerts of Justin Timberlake,
James Blunt, Brian Adams, Lenny
Kravitz and Rod Steward
- various other events, such as ice
hockey games, the Wings for Life
World Run, and the
EURO fan party



SAP Garden in Munich

- new indoor location in Munich
- multifunctional set up
- Red Bull ice hockey and FC Bayern Munich Basketball in one location
- capacity :
 - 11,000 guests
- Catering areas :
 - VIP areas / 11 Skyboxes
 - 13 public kiosks
 - 1 Henry restaurant
- multiple events :
 - ~ 40 ice hockey games and
 - ~ 20 basketball games per year
- grand opening :
 - 27th September 2024



3 International Event Catering

FIS Alpine Ski World Cup 2025 - back in Austria !

- catering for the FIS Ski World Cup 2025 by DO & CO
- DO & CO delivered **seamless service** across multiple high-demand days
- served over **18,000 guests**, showcasing our proven expertise and operational excellence
- flawless execution of the high-profile **Gala dinner**

5,000 portions of Kaiserschmarrn

700 kilograms of fresh chocolate

4 tons of fruit and vegetables



3 International Event Catering

The most prestigious events in the world

– powered by DO & CO

- ATP Tennis :
 - Masters 1000, Madrid
 - Erste Bank Open, Vienna
- PGA Golf -
España Open
- Ski -
Hahnenkamm Race,
Kitzbühel
- Filmfestival -
Rathausplatz, Wien



Restaurants,
Lounges & Hotels

The logo is centered within a large white circle. It features the word "DO" in a black serif font, followed by a large, ornate black ampersand, and then the word "CO" in the same serif font. To the right of this white circle, a portion of a second, darker purple circle is visible.

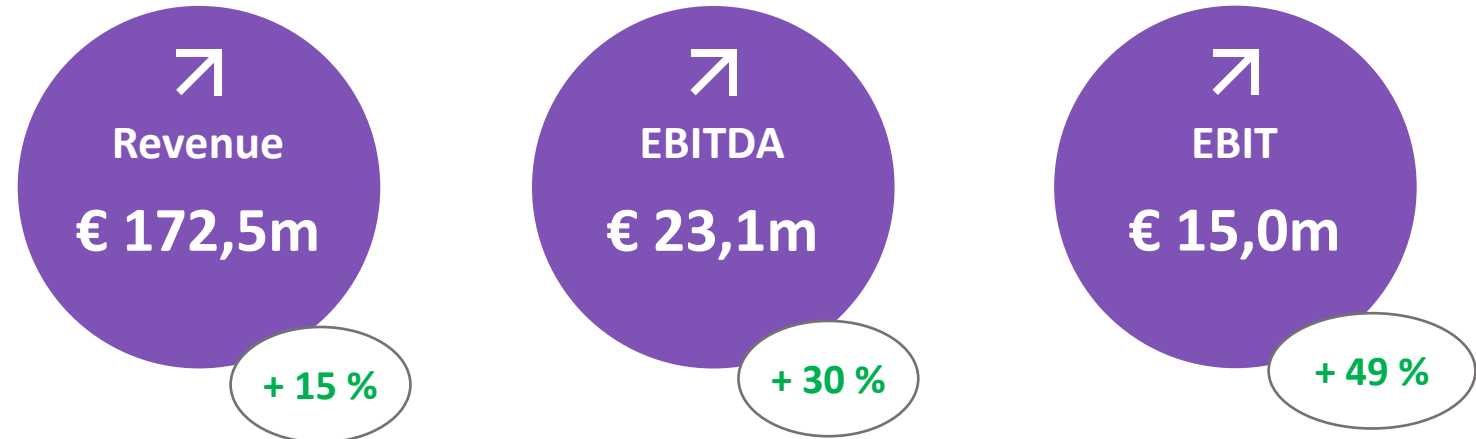
DO & CO

Our mission

Innovative, best quality and personalized customer experience

- product portfolio :
BEST TASTES OF THE WORLD –
local specialties and
from around the world
- market-fresh ingredients only
with focus on regional products
- authentic preparation
- personalized service
- strong brands – scaled for other
divisions as well

Financial Year 2024/2025 vs. FY 2023/2024



strong sales and margin improvements compared to the previous year

DO & CO Albertina – contract extension for another 10 years!

DO & CO's DNA since 1881

inspiration for innovation and unique customer experience for all divisions

ONYX
VIENNA

Aioli

DO&CO

GIACOMO
MILANO

DO&CO
HOME

1854
HEDIARD
PARIS

Henry
the art of living

DEMEL
K.u.K. HOFZUCKERBÄCKER
WIEN 1786

DO&CO
HOTELS
VIENNA
MUNICH

4 Restaurants, Lounges & Hotels

DEMEL

K. u. K. Hofzuckerbäcker
since 1786

- new concept very successful
- clear retail and gastronomy segmentation
- **2 floors Viennese coffee house**
 - high revenue with local and international guests
- **DEMEL KAISERSCHMARRN**
signature product with strong demand



4 Restaurants, Lounges & Hotels

DO & CO ALBERTINA Vienna

Contract extension for 10 years !

- ALBERTINA – one of the leading museums worldwide
- Ø 2.000 - 3.000 visitors a day

DO & CO and DEMEL

ALBERTINA x DEMEL
co-branded chocolate and
gift line

- DEMEL Kaiserschmarrn To-Go



4 Restaurants, Lounges & Hotels

DO & CO Hotels Vienna and Munich

DO & CO STEPHANSPLATZ :

- flagship of the group
- one of the most beautiful viewpoints in the city
- basis for the groups R & D and innovation

DO & CO MUNICH :

- luxurious boutique hotel in the heart of the city
- “101 Beste Hotels DACH” and MICHELIN KEY Award



→ Hotels and restaurants in both cities are very popular and show pleasing occupancy rates !



4 Restaurants, Lounges & Hotels

Airport Gastronomy and Airport Lounges

Airport Gastronomy, Vienna

- established partnership for more than 10 years
- new restaurant and food concepts and refurbishing completed
- increase in air traffic shows positive effect on passenger numbers and sales

Airline Lounges, International

- contract with Emirates lounges renewed for 5 years in London Heathrow and Germany
- strong increase in guest numbers



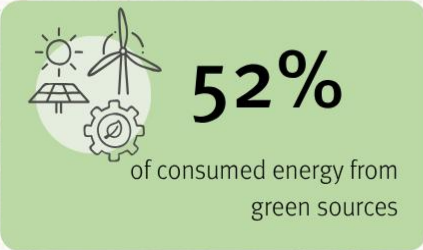
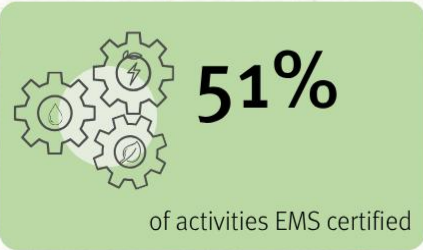
Sustainability at DO & CO



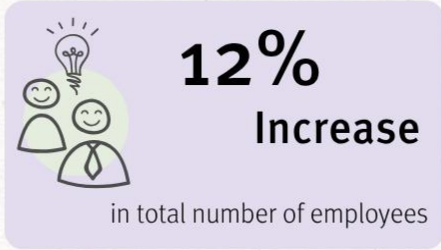
Highlights

In the financial year 2024/2025, we further developed our sustainability initiatives to achieve our goals.

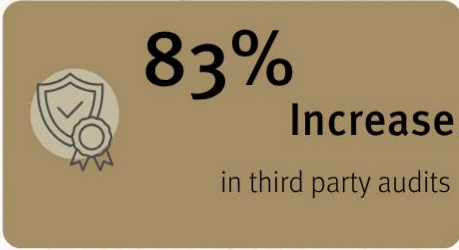
ENVIRONMENT



SOCIAL



GOVERNANCE



Key Initiatives

Completed Projects
per Division

GROUP LEVEL



Phase 1 of CSRD completed.

Investment and implementation
of **2 new software systems**
(**130% more data points**).

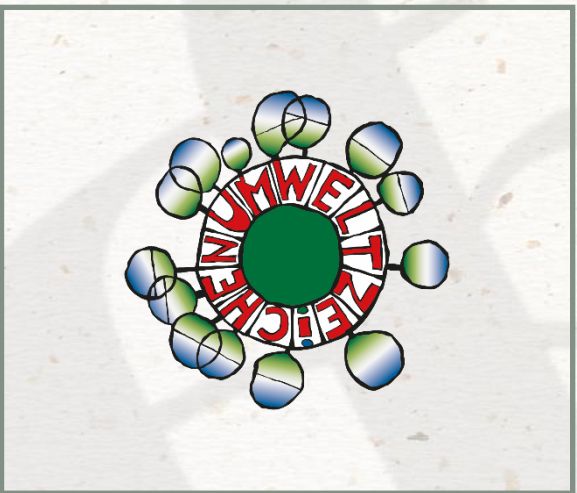
AIRLINE DIVISION



**Certified Environmental
Management System (“EMS”)**
implemented in London Heathrow.

**51% of global activities EMS
certified.**

EVENT DIVISION



Events Austria awarded with the
**Ecolabel & with EcoBusiness
Vienna.**

Continuous ESG Progress

Key Drivers of Our
Success

QUALITY



Evaluation and testing
of UV-cleaning
technology to reduce
water consumption.



Renewable Energy:
3 DO & CO sited equipped with
solar infrastructure.

EMPLOYEES



DO & CO Academy:
Expansion of in-person
training through **online**
courses (increasing the
reach).



Communities:
Focus on local products and
regional specialties (+ 8.5%).

INNOVATION



Concept-development in
collaboration with
our customers:
SAP Garden 85% free of
single-use plastic.



Waste reduction:
Various pilot projects at
different locations.

Sustainability as a Success Factor

Value Creation at DO & CO

“Smart Design,
Smart Impact”



Innovative
Concepts



Product
Responsibility



Innovative solutions
for value creation

High-quality,
sustainable products

Responsible sourcing
in the supply chain

Certified environmental
management systems

Integration of ESG criteria
into corporate processes

Added value through
data analysis and
process optimization

ESG measures
contributing to
brand development

Robust
Processes



Transparency &
Compliance



Financial
Added Value



Thank you for your attention!

Annual General Meeting

Financial Year 2024/2025

Agenda Item 2:

Resolution on the appropriation of the **balance sheet profit**.

Resolution to Agenda Item 2:

The Executive Board and Supervisory Board propose that the distributable profits of EUR 33,306,257.43 reported in the approved annual financial statements as at 31 March 2025 be appropriated as follows:

1. Distribution of a dividend of EUR 2.00 per dividend-bearing share;
2. Balance carried forward to new account.

The dividend payment date is 16 July 2025.

Annual General Meeting

Financial Year 2024/2025

Agenda Item 3:

Resolution on the **discharge** of the members of the **Executive Board** for the 2024/2025 financial year.

Annual General Meeting

Financial Year 2024/2025

Resolution to Agenda Item 3:

The Executive Board and the Supervisory Board propose that the actions of the members of the Executive Board in office in the 2024/2025 financial year be approved for this period.

Annual General Meeting

Financial Year 2024/2025

Agenda Item 4:

Resolution on the **discharge** of the members of the **Supervisory Board** for the 2024/2025 financial year.

Annual General Meeting

Financial Year 2024/2025

Resolution to Agenda Item 4:

The Executive Board and the Supervisory Board propose that the actions of the members of the Supervisory Board in office in the 2024/2025 financial year be approved for this period.

Annual General Meeting

Financial Year 2024/2025

Agenda Item 5:

Resolution on the remuneration for the Supervisory Board for the 2024/2025 financial year.

Resolution to Agenda Item 5:

The Executive Board and the Supervisory Board propose that an amount of EUR 225,000.00 be resolved as remuneration for the members of the Supervisory Board for the 2024/2025 financial year, whereby the allocation is left to the Supervisory Board.

Annual General Meeting

Financial Year 2024/2025

Agenda Item 6:

Election of the **auditor and group auditor** and the **auditor** for the (consolidated) **sustainability reporting** for the 2025/2026 financial year.

Resolution to Agenda Item 6:

In line with the recommendation of the Audit Committee, the Supervisory Board proposes that KPMG Austria GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft be appointed as auditor and group auditor for the 2025/2026 financial year and, if necessary - insofar as this is required by law for the 2025/2026 financial year - also as auditor of the legally required (consolidated) sustainability reporting for the 2025/2026 financial year.

Annual General Meeting

Financial Year 2024/2025

Agenda Item 7:

Resolution on the **remuneration report**.

Annual General Meeting

Financial Year 2024/2025

Resolution to Agenda Item 7:

The Executive Board and the Supervisory Board propose that the remuneration report for the 2024/2025 financial year be adopted, which is available on the company's website registered in the commercial register (www.doco.com).

Agenda Item 8:

Resolution on the **authorization** of the Executive Board, in each case revoking the corresponding authorization granted by resolution of the General Meeting on 20 July 2023 on agenda items 8a, 8b and 8c,

- a. to acquire treasury shares pursuant to Section 65 (1) no. 4 and no. 8 as well as (1a) and (1b) AktG both by stock exchange or by public offer and with the approval of the Supervisory Board in another way up to a maximum amount of 10% of the nominal capital, even under exclusion of the shareholders' right to sell on pro rata basis which may be associated with such an acquisition (reverse exclusion of subscription rights), and to determine the buyback conditions,
- b. to **dispose of or use treasury shares** of the Company pursuant to Section 65 (1b) AktG in another way than by stock exchange or by public offer and excluding the acquisition rights of shareholders (exclusion of subscription rights), and
- c. to **decrease the share capital** by withdrawing such treasury shares without any further resolution by the General Meeting of Shareholders.

Resolution to Agenda Item 8:

The Executive Board and the Supervisory Board propose to the General Meeting of Shareholders to resolve on item 8 of the agenda on 10 July 2025:

- a. Pursuant to Section 65 (1) no. 4 and no. 8 as well as (1a) and (1b) AktG the Executive Board shall be authorized for a period of 30 months starting from 10 July 2025, i.e. until 9 January 2028, while at the same time revoking the relevant resolution of the General Meeting of 20 July 2023, to acquire non-par value bearer shares of the Company representing up to 10% of the share capital of the Company both by stock exchange or by public offer as well as by any other means, including from individual shareholders or any single shareholder, for a minimum equivalent of EUR 2.00 (two euros) per share and a maximum equivalent of EUR 300.00 (three hundred euros) per share, as well as to determine the buyback conditions, whereby the Executive Board must publish the Executive Board resolution and the respective buyback program based on it, including its duration, in accordance with the statutory provisions (in each case). The Executive Board may exercise this authorization once or several times in total up to a maximum limit of 10% of the share capital within the statutory provisions on the maximum permissible number of treasury shares. The authorization may be exercised in whole or in part or in several parts and in pursuit of one or more purposes by the Company, by a subsidiary (Section 189a no. 7 of the Austrian Commercial Code (UGB)) or by third parties for the account of the Company, in particular (i) for the purpose of implementing an employee participation program, including for members of the Executive Board and senior executives of the Company or its affiliated companies

(Section 189a no. 8 UGB) and for long-term incentive plans for members of the Executive Board or (ii) as consideration for the acquisition of companies, businesses, parts of businesses or shares in one or more companies in Austria or abroad. The acquisition may take place on or off the stock exchange in compliance with legal requirements. Trade in treasury shares shall be excluded as purpose of the acquisition.

The Executive Board of DO & CO Aktiengesellschaft may resolve on the acquisition by stock exchange or by public offer, subject to the Supervisory Board being notified subsequently of such resolution. Any other form of acquisition shall be subject to the prior approval of the Supervisory Board. An acquisition in another way than by stock exchange or by public offer may be executed with the exclusion of the pro rata disposal rights of the shareholders (reverse exclusion of subscription rights).

Resolution to Agenda Item 8:

- b. Pursuant to Section 65 (1b) AktG, the Executive Board shall be authorized for a period of five years following the date of adoption of this resolution, while at the same time revoking the relevant resolution of the General Meeting of 20 July 2023, and subject to the approval of the Supervisory Board, to sell or use treasury shares of the Company in another way than by stock exchange or by public offer and to exclude the shareholders' pro rata purchase right (exclusion of subscription rights) and to determine the terms and conditions of the sale. The authorization may be exercised in whole or in part or in several parts and in the pursuit of one or more purposes by the Company, by a subsidiary (Section 189a no. 7 UGB) or by third parties for the account of the Company.
- c. The Executive Board shall be furthermore authorized, while at the same time revoking the relevant resolution of the General Meeting of 20 July 2023, subject to the approval by the Supervisory Board, to decrease the share capital, if necessary, by withdrawing such treasury shares without any further resolution by the General Meeting of Shareholders pursuant to Section 65 (1) no. 8, last sentence, in conjunction with Section 192 AktG. The Supervisory Board shall be authorized to adopt amendments to the Articles of Association resulting from the withdrawal of shares.

Agenda Item 9:

Resolution on

- a. creating a **new authorized capital** [Authorized Capital 2025]
 - i. in principle safeguarding the statutory subscription right, also within the meaning of the indirect subscription right pursuant to Section 153 (6) of the Austrian Stock Corporation Act (“AktG”),
 - ii. with the authorization to exclude subscription rights,
 - iii. with the option to issue new shares against contributions in kind, and
- b. amending the Articles of Association in Section 5 para 5, with the revocation of the “Authorized Capital 2020” granted by the resolution of the General Meeting on 31 July 2020.

Resolution to Agenda Item 9:

The Executive Board and the Supervisory Board propose to the General Meeting of Shareholders to resolve on item 9 of the agenda on 10 July 2025:

- a. Resolution on the (renewed) authorization of the Executive Board, while at the same time revoking the relevant resolution of the General Meeting of 31 July 2020, for a duration of five years starting with the registration of the respective amendment to the Articles of Association in the Commercial Register
 - aa) to increase the share capital from a present nominal value of EUR 21,966,916.00 by EUR 2,196,691.00 by issuing up to 1,098,345 new bearer shares (no-par value shares) pursuant to Section 169 AktG – if necessary in several tranches - in the form of a cash capital increase and/or in the form of a capital increase by contribution in kind, to determine the price, the conditions and further details for the implementation of the capital increase, in each case with the approval of the Supervisory Board,
 - bb) if the subscription right was not excluded pursuant to lit. cc) to offer the new shares by way of an indirect subscription right pursuant to Section 153 (6) AktG,
 - cc) to exclude shareholders' subscription rights with the approval of the Supervisory Board,
 - (i) if the share capital increase for cash is executed in one or more tranches and the new shares are offered to one or more institutional investors by way of a private placement and the shares for which the subscription right shall be excluded do not exceed 10% (ten per cent) of the Company's share capital registered in the Commercial Register at the time of the amendment to the Articles of Association;
 - (ii) if the share capital increase by contribution in kind is done for the purpose of the acquisition of a company and business units or parts of such or of shares in one or more companies inside or outside of Austria,
 - (iii) to service share transfer programs, in particular long-term incentive plans or other participation programs for employees, senior executives and members of the Executive Board of the Company or an affiliated company as well as other employee participation models;
 - (iv) to exclude fractional amounts from the shareholders' subscription rights, or
 - (v) to fulfil an additional allocation option (greenshoe) granted to the underwriting banks,
- with regard to which the Supervisory Board is authorized to amend the Articles of Association which follow from issuing shares out of the Authorized Capital [Authorized Capital 2025], and

Resolution to Agenda Item 9:

- b. Resolution on the corresponding amendment to the Company's Articles of Association in Section 5 para 5, so that this provision is amended as follows:

„(5) The Executive Board is authorized for a period of five years as of the registration of this amendment to the Articles of Association with the Commercial Register,

- a) to increase the share capital from the present nominal value of EUR 21,966,916.00 by EUR 2,196,691.00 by issuing up to 1,098,345 new bearer shares (no-par value shares) pursuant to Section 169 AktG - if necessary in several tranches - in the form of a cash capital increase and/or in the form of a capital increase by contribution in kind, to determine the price, the conditions and further details for the implementation of the capital increase, in each case with the approval of the Supervisory Board,
- b) if the subscription right was not excluded pursuant to lit. c) to offer the new shares by way of an indirect subscription right pursuant to Section 153 (6) AktG,
- c) to exclude the shareholders' subscription rights with the approval of the Supervisory Board,
 - (i) if the share capital increase for cash is executed in one or more tranches and the new shares are offered to one or more institutional investors by way of a private placement and the shares for which the subscription right shall be excluded do not exceed 10% (ten per cent) of the Company's share capital registered in the Commercial Register at the time of the amendment to the Articles of Association;
 - (ii) if the share capital increase by contribution in kind is done for the purpose of the acquisition of a company and business units or parts of such or of shares in one or more companies inside or outside of Austria,
 - (iii) to service share transfer programs, in particular long-term incentive plans or other participation programs for employees, senior executives and members of the Executive Board of the Company or an affiliated company as well as other employee participation models,
 - (iv) to exclude fractional amounts from the shareholders' subscription rights, or
 - (v) to fulfil an additional allocation option (greenshoe) granted to the underwriting banks.

The Supervisory Board is authorized to amend the Articles of Association which follow from issuing shares from the Authorized Capital. [Authorized Capital 2025]"

Annual General Meeting

Financial Year 2024/2025

General Debate with

Attila Dogudan
Chief Executive Officer

Johannes Echeverria
Chief Financial Officer

Attila Mark Dogudan
Chief Commercial Officer

Bettina Höfinger
Chief Legal Officer

Annual General Meeting

Financial Year 2024/2025

Vote on Agenda Item 2:

Resolution on the appropriation of the **balance sheet profit**.

Annual General Meeting

Financial Year 2024/2025

Vote on Agenda Item 3:

Resolution on the **discharge** of the members of the **Executive Board** for the 2024/2025 financial year.

Annual General Meeting

Financial Year 2024/2025

Vote on Agenda Item 4:

Resolution on the **discharge** of the members of the **Supervisory Board** for the 2024/2025 financial year.

Annual General Meeting

Financial Year 2024/2025

Vote on Agenda Item 5:

Resolution on the remuneration for the Supervisory Board for the 2024/2025 financial year.

Annual General Meeting

Financial Year 2024/2025

Vote on Agenda Item 6:

Election of the **auditor and group auditor** and the **auditor** for the (consolidated) **sustainability reporting** for the 2025/2026 financial year.

Annual General Meeting

Financial Year 2024/2025

Vote on Agenda Item 7:

Resolution on the **remuneration report**.

Vote on Agenda Item 8:

Resolution on the **authorization** of the Executive Board, in each case revoking the corresponding authorization granted by resolution of the General Meeting on 20 July 2023 on agenda items 8a, 8b and 8c,

- a. to acquire treasury shares pursuant to Section 65 (1) no. 4 and no. 8 as well as (1a) and (1b) AktG both by stock exchange or by public offer and with the approval of the Supervisory Board in another way up to a maximum amount of 10% of the nominal capital, even under exclusion of the shareholders' right to sell on pro rata basis which may be associated with such an acquisition (reverse exclusion of subscription rights), and to determine the buyback conditions,
- b. to **dispose of or use treasury shares** of the Company pursuant to Section 65 (1b) AktG in another way than by stock exchange or by public offer and excluding the acquisition rights of shareholders (exclusion of subscription rights), and
- c. to **decrease the share capital** by withdrawing such treasury shares without any further resolution by the General Meeting of Shareholders.

Annual General Meeting

Financial Year 2024/2025

Vote on Agenda Item 9:

Resolution on

- a. creating a **new authorized capital** [Authorized Capital 2025]
 - i. in principle safeguarding the statutory subscription right, also within the meaning of the indirect subscription right pursuant to Section 153 (6) of the Austrian Stock Corporation Act (“AktG”),
 - ii. with the authorization to exclude subscription rights,
 - iii. with the option to issue new shares against contributions in kind, and
- b. amending the Articles of Association in Section 5 para 5, with the revocation of the “Authorized Capital 2020” granted by the resolution of the General Meeting on 31 July 2020.

Thank you!
See you again.

DO & CO Aktiengesellschaft
Vienna, 10 July 2025

