



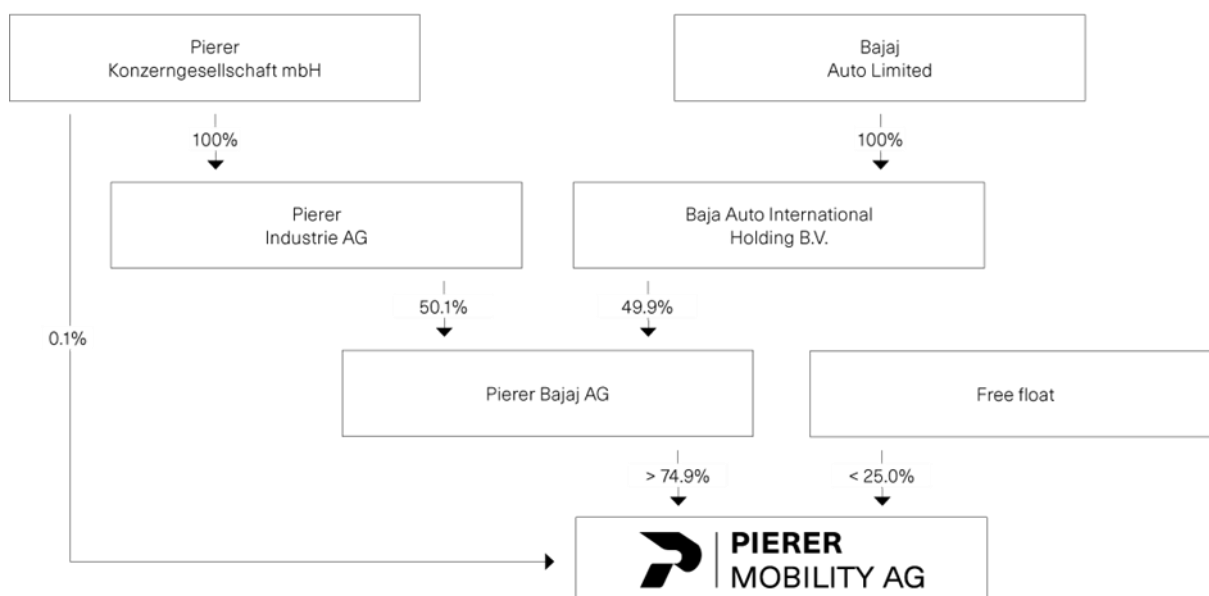
CONSOLIDATED CORPORATE GOVERNANCE REPORT FOR 2024 IN ACCORDANCE WITH THE AUSTRIAN CODE OF CORPORATE GOVERNANCE (ÖCGK)

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This consolidated corporate governance report contains the relevant information pursuant to the Austrian Code of Corporate Governance for PIERER Mobility AG, including the required adjustments, to assess the position of the companies included in the consolidation.

Shares in PIERER Mobility AG have been listed on the SIX Swiss Exchange (SIX) under the International Reporting Standard since November 14, 2016, and on the Official Market (segment: prime market) of the Vienna Stock Exchange since March 1, 2022. PIERER Mobility AG has issued 33,796,535 ordinary bearer shares with voting rights. Each ordinary share in PIERER Mobility AG grants one voting right. There are no shares with preferential rights and no restrictions on the shares in issue. The principle of “one share – one vote” thus applies.

The main shareholder of PIERER Mobility AG as of December 31, 2024 was Pierer Bajaj AG, a joint venture between Pierer Industrie AG and Bajaj Auto International Holdings B.V., which held approximately 75% of the shares. The shareholding structure is shown below:



1 ADHERENCE TO THE AUSTRIAN CODE OF CORPORATE GOVERNANCE

The ÖCGK was presented to the public on October 1, 2002, and has since been adapted on multiple occasions. It is published by the Austrian Working Group for Corporate Governance and is available at <https://www.corporate-governance.at/>. The rules of the ÖCGK are divided as follows:

L-Rules (Legal Requirement): Relate to mandatory regulations

C-Rules (Comply or Explain): Any deviations must be explained and justified

R-Rules (Recommendation): Rules that serve as recommendations; failure to comply does not require notification or justification

PIERER Mobility AG declares its voluntary commitment to comply with the ÖCGK, as amended. The consolidated corporate governance report for 2024 is publicly available on the company's website (www.pierermobility.com/en) under the Investor Relations section.

PIERER Mobility AG has complied with all the required provisions of the Austrian Corporate Governance Code in the version of January 2023 with the following declarations:

C-Rule 18: The Executive Board and Supervisory Board do not consider the setup of an internal audit unit to be practical for PIERER Mobility AG. Due to the company's special shareholder structure – with a strong, core shareholder represented on the Executive Board – the Executive Board pursues a holistic approach and is closely involved with day-to-day operations. Therefore, the Executive Board has a sufficiently comprehensive and accurate picture of whether the rules and processes are being complied with and whether they are appropriate. Without an internal audit unit, there is no audit plan. The Supervisory Board is kept regularly informed of internal control mechanisms, risk management and the key outcomes of those control mechanisms.

C-Rule 26: Stefan Pierer holds more than four Supervisory Board seats outside the PIERER Mobility Group. He holds further Supervisory Board seats within the higher-level Pierer Konzerngesellschaft mbH Group ("Pierer Group"). Apart from this, Stefan Pierer is a Supervisory Board member of two further companies outside of the Pierer Group.

C-Rule 27: The variable annual remuneration components are unlimited in terms of their amount. Variable remuneration based solely on financial criteria. Due to the company's special shareholder structure – with a strong, core shareholder represented on the Executive Board – the Executive Board is not expected to make any short-term profit maximization to the detriment of the long-term performance of the company. Rather, the Supervisory Board acts on the assumption that the Executive Board takes a holistic approach in which non-financial matters are essential for sustainably successful management.

As the current term of office of Gottfried Neumeister is just two years, only fixed remuneration has been agreed.

C Rule 36: As a rule, the Supervisory Board conducts its self-evaluation at its December meeting. Due to the restructuring process of KTM AG, which was initiated at the end of November, and the extensive activities connected with it, no self-evaluation was carried out in financial year 2024 as an exception.

C-Rule 38: Gottfried Neumeister was appointed as a member of the Executive Board in the 2024 financial year. This was not preceded by a structured selection process. Rather, Mr. Neumeister was recognized for his long-term role as investor representative to the management and central members of the Supervisory Board. He was considered to be an ideal addition to the PIERER Mobility AG Executive Board.

C-Rule 49: Any contracts requiring approval are presented in detail in note 47 to the consolidated financial statements. Based on this reference, the Executive Board does not deem it necessary to provide these details again in this report.

C-Rule 83: Due to the ongoing restructuring proceedings in self-administration of KTM AG, a wholly-owned subsidiary of PIERER Mobility AG, an assessment of the effectiveness of risk management by the auditor and a corresponding report were not performed in the 2024 financial year due to the additional resources required. A new assessment is planned for the financial year 2025.

2 MEMBERS OF THE GOVERNING BODIES

The corporate bodies of PIERER Mobility AG consist of the Executive Board, the Supervisory Board and the General Meeting. The Executive Board and Supervisory Board cooperate at regular intervals on the basis of open and transparent discussion.

2.1 EXECUTIVE BOARD

COMPOSITION OF THE EXECUTIVE BOARD

In the 2024 financial year, the Executive Board of PIERER Mobility AG was composed as follows:

NAME (YEAR OF BIRTH)	FUNCTION	INITIAL APPOINTMENT	END OF CURRENT TERM OF OFFICE
Stefan Pierer (1956)	Chairman (CEO)	Jun 2, 2015 ¹⁾	Dec 31, 2025
Areas of responsibility: Strategy, R&D, product management, human resources, real estate, motorsports, X-BOW, operations, quality management, supply chain management, purchasing, IT, sustainability			
Gottfried Neumeister (1977)	Deputy Chairman (Co-CEO)	Sep 1, 2024	Aug 31, 2026
Areas of responsibility: Finance & tax, risk management, global sales, customer service, legal, marketing, brand management, corporate communication, investor relations, sustainability, PG&A, joint ventures			
Hubert Trunkenpolz (1962)	Deputy Chairman Vorsitzender	Jan 1, 2018	Oct 31, 2024
Florian Kecht (1980)	Member	May 6, 2023	Oct 31, 2024
Alex Pierer (1981)	Member	May 6, 2023	Oct 31, 2024
Rudolf Wiesbeck (1979)	Member	May 6, 2023	Oct 31, 2024
Viktor Sigl (1974)	Member, CFO	Dec 19, 2019	Jul 11, 2024

- 1) Stefan Pierer has been on the Board of Management of CROSS Industries AG (FN 261823 i) since April 30, 2005. At the Annual General Meetings of BF HOLDING AG (FN 78112 x) and CROSS Industries AG held on April 22, 2015, a resolution was passed to merge CROSS Industries AG as the transferring company with BF HOLDING AG as the acquiring company as part of a universal succession. With effect from June 2, 2015, CROSS Industries AG was merged with BF HOLDING AG. At the same time, the trading name of the acquiring company (FN 78112 x) was changed to CROSS Industries AG. Since June 2, 2015, Stefan Pierer has therefore been a member of the Executive Board of CROSS Industries AG (since October 2019: PIERER Mobility AG).

Stefan Pierer (CEO)

After graduating from the University of Leoben (Business and Energy Management), Stefan Pierer began his career in 1982 as a sales assistant at HOVAL GmbH in Marchtrenk, where he went on to become a sales manager and authorized signatory. In 1987, he founded the PIERER Mobility Group, where he acts as shareholder and Executive Board member. He has been a shareholder and Executive Board member of KTM AG since 1992. In 2011, he began building up Pierer Industrie AG, of which he is the indirect sole shareholder and Chairman of the Executive Board.

Supervisory Board seats or similar functions in domestic and foreign companies that are not included in the consolidated financial statements of Pierer Konzerngesellschaft mbH:

- Member of the Supervisory Board of Mercedes-Benz Group AG
- Member of the Supervisory Board of Mercedes-Benz AG

Supervisory Board seats or similar functions in domestic and foreign companies of the Pierer Konzerngesellschaft mbH Group that are not included in the consolidated financial statements of PIERER Mobility AG:

- Chairman of the Supervisory Board of Pankl AG
- Chairman of the Supervisory Board of Pankl Racing Systems AG
- Member of the Supervisory Board of Schwäbische Hüttenwerke Automotive GmbH
- Member of the Supervisory Board of SHW AG
- Member of the Board of Directors of Pierer Swiss AG

Gottfried Neumeister (Co-CEO)

After completing his studies in International Business Management at the University of Vienna, Gottfried Neumeister worked as a consultant at Siemens AG Austria. In 2003, he founded flyniki together with Niki Lauda and in his capacity as General Manager was responsible for the successful development of the aviation business (until its sale to Air Berlin). In 2012, he moved to DO & CO Aktiengesellschaft, where he occupied various positions on the Executive Board, most recently (2021-2023) as Co-CEO. Since September 1, 2024, Gottfried Neumeister has been a member of the Executive Board of PIERER Mobility AG and KTM AG and has supported Stefan Pierer with his CEO responsibilities.

Supervisory Board seats or similar functions in domestic and foreign companies:

- Member of the Executive Board of the private foundation, Privatstiftung Lauda

Florian Kecht

Florian Kecht began his professional career in sales at KTM Sportmotorcycle AG. He has been an authorized signatory (since 2012) and member of the Executive Board (since 2015) of KTM AG and, since 2014, General Manager of KTM Sportmotorcycle GmbH. Between May 6, 2023, and October 31, 2024, he was a member of the Executive Board of PIERER Mobility AG.

Alex Pierer

Alex Pierer began his professional career as a General Manager at Pierer Konzerngesellschaft mbH in Wels. Since 2018, he has also been a General Manager of PIERER Innovation GmbH. He has held the role of General Manager at Kiska GmbH since the end of 2021. Between May 6, 2023, and October 31, 2024, he was a member of the Executive Board of PIERER Mobility AG.

Viktor Sigl, MBA

Mr. Sigl was a member of the Executive Board of KTM AG from 2012, and from December 19, 2019, he was a member of the Executive Board of PIERER Mobility AG, where he held the position of CFO from April 21, 2023. Mr. Sigl left the Executive Board of PIERER Mobility AG on July 11, 2024.

Hubert Trunkenpolz

Hubert Trunkenpolz has worked for the PIERER Mobility Group since 1992 and has been a member of the Executive Board of the KTM Group since 2004. From 2018 until October 31, 2024, he was a member of the Executive Board of PIERER Mobility AG, and was the Deputy Chair of the Executive Board from September 1, 2023. Mr. Trunkenpolz left the Executive Board on October 31, 2024.

Rudolf Wiesbeck

After various domestic and foreign assignments, Rudolf Wiesbeck joined the Polytec Group in 2011. At the Polytec Group, he managed a group of plants and was the division manager responsible for digitalization and IT. He joined KTM AG as head of the Quality Management division, and since 2022 he has held the role of COO. Between May 6, 2023, and October 31, 2024, Rudolf Wiesbeck was a member of the Executive Board of PIERER Mobility AG.

2.2 SUPERVISORY BOARD

The Supervisory Board held four ordinary meetings during the 2024 financial year. Rajiv Bajaj did attend less than half of the Supervisory Board meetings in the 2024 financial year. In addition, there were further coordination discussions by telephone and resolutions passed by electronic, telephone, or written means. During the last quarter of 2024, the Supervisory Board or members of the Supervisory Board held numerous informal votes and meetings, also with Executive Board participation, due to KTM AG's economic situation.

COMPOSITION OF THE SUPERVISORY BOARD

The company's Supervisory Board comprised the following members in the 2024 financial year:

NAME (YEAR OF BIRTH)	POSITIONS AT PIERER MOBILITY AG ¹⁾	INDEPENDENT ACCORDING TO C-RULE 53 ÖCGK	INITIAL APPOINTMENT	END OF CURRENT TERM OF OFFICE ²⁾
Josef Blazicek (1956)	SB: Chairperson RC: Chairperson CfCIRS: Deputy Chairperson	Yes	2008	2026 ³⁾
Rajiv Bajaj (1966)	SB: Deputy Chairperson	No	2022	2027
Iris Filzwieser (1971)	AB: Member	Yes	2022	2027
Michaela Friepess (1972)	SB: Member AC: Member RC: Deputy Chairperson CfCIRS: Chairperson	Yes	2022	2027
Srinivasan Ravikumar (1957)	SB: Member AC: Chairperson	Yes	2022	2027
Friedrich Roithner (1963)	SB: Member AC: Deputy Chairperson	No	2023	2028

1) SB = Supervisory Board, AC = Audit Committee, RC = Remuneration Committee, CfCIRS = Committee for Compliance, Investor Relations (IR) and Sustainability (ESG)

2) Precisely: End of the Annual General Meeting in the year indicated, which decides on the previous financial year

3) Josef Blazicek resigned from the Supervisory Board effective at the end of the Extraordinary General Meeting on January 27, 2025.

The members of the Supervisory Board hold additional Supervisory Board seats or similar functions in other domestic and foreign listed companies as follows:

- Josef Blazicek: All for One Group SE (Germany)

INDEPENDENCE OF THE SUPERVISORY BOARD

A member of the Supervisory Board shall be deemed as independent if said member does not have any business or personal relations with the company or its Executive Board that constitute a material conflict of interests and is therefore suited to influence the behavior of the member. The independence of the Supervisory Board members is defined by the following guidelines:

1. The Supervisory Board member was not a member of the Executive Board or a top executive of PIERER Mobility AG or a subsidiary of the company during the previous five-year period.
2. The Supervisory Board member does not or did not maintain any business relationships with the company or a subsidiary of the company in the previous year of a scope which may be considered significant for the Supervisory Board member. This also applies to business relationships with companies in which the Supervisory Board member has a considerable economic interest, but not to performing roles on committees within the Group. Approval of individual transactions by the Supervisory Board pursuant to L-Rule 48 of the ÖCGK does not automatically disqualify the Supervisory Board member from being independent.
3. The Supervisory Board member was not an auditor of the company, a shareholder or employee of the auditing company during the previous three years.
4. The Supervisory Board member is not a member of the Executive Board of another company in which a member of the Executive Board of PIERER Mobility AG serves on its Supervisory Board.
5. The Supervisory Board member has not been on the Supervisory Board for more than 15 years. This does not apply to Supervisory Board members who are shareholders with a direct investment in the company or who represent the interests of such a shareholder.
6. The Supervisory Board member is not a close family member (direct descendant, spouses, common law spouse, parent, uncle, aunt, sibling, niece or nephew) of a member of the Executive Board of the company or of people who fulfill one of the other criteria described above.

Rajiv Bajaj, Deputy Chairman of the Supervisory Board, is the Managing Director, CEO and shareholder of Bajaj Auto Ltd., Pune, India. A cooperation has existed since 2007 between Bajaj Auto Ltd. and KTM AG, a wholly owned subsidiary of PIERER Mobility AG. Bajaj Auto Ltd., in which Rajiv Bajaj has a significant economic interest, thus maintains a significant business relationship with a subsidiary of PIERER Mobility AG. Therefore, Rajiv Bajaj does not meet independence criterion 2.

Friedrich Roithner resigned from the company's Executive Board immediately before his election to the company's Supervisory Board at the 26th Annual General Meeting on April 21, 2023, and therefore does not meet independence criterion 1. He was elected as a member of the Supervisory Board on the basis of a proposal by the main shareholder Pierer Bajaj AG in accordance with Section 86 (4) (2) of the Austrian Stock Corporation Act and thus in accordance with the cooling-off stipulations of Austrian stock corporation law.

The other members of the Supervisory Board of PIERER Mobility AG pledge to abide by the criteria of independence according to C-Rule 53 and declare themselves to be independent. Mr. Blazicek represented the interests of a shareholder with a direct investment in the company, which is why the temporal restriction on Supervisory Board membership under criterion 5 does not apply to him.

Ms. Filzwieser is independent as per C-Rule 54.

3 INFORMATION ON THE WORKING PROCEDURES OF THE EXECUTIVE BOARD AND SUPERVISORY BOARD

The Executive Board of PIERER Mobility AG and the individual Executive Board members, respectively, act on the basis of the laws, the company's Articles of Association and the Executive Board's rules of procedure, which have been laid down by the Supervisory Board and which govern the rules for cooperation between the Executive Board members as well as the allocation of the duties within the Executive Board.

Coordination within the Executive Board takes place at regular meetings, but also through informal exchanges of information. Matters discussed at the Executive Board meetings include the current operations and the company strategy. Additionally, pending leadership and management actions to be implemented by the responsible Executive Board members in accordance with the Rules of Procedure are discussed.

The rules of procedure require the Executive Board and the individual Executive Board members to provide extensive information and reporting to the Supervisory Board and define an extensive catalog of measures and legal transactions that require the consent of the Supervisory Board.

During the 2024 financial year, the Supervisory Board diligently performed the duties and tasks incumbent upon it under Austrian law, the Articles of Association, the ÖCGK, and the rules of procedure.

In accordance with the provisions of the Articles of Association, the Supervisory Board has elected a Chairman and a Deputy Chairman. The meetings are chaired by the Chairman or, in his absence, by his deputy.

Members of the Supervisory Board receive the agenda that has been agreed with the Chairman at least seven days before each meeting, together with comprehensive information concerning each item included on the agenda. In urgent cases, the Chairman of the Supervisory Board is permitted to shorten that period, provided it can be demonstrated that all members of the Supervisory Board have been informed of this. In the event that the above-mentioned period is shortened, and if not all members of the Supervisory Board are present or represented, only those items on the agenda that resulted in the notice period being shortened shall be addressed.

A quorum of the Supervisory Board shall be deemed to exist when all members of the Supervisory Board have been duly invited and at least three Supervisory Board members, including the Chairman or a deputy, participate in the meeting.

Resolutions of the Supervisory Board are passed by a simple majority of the votes cast; in the event of a tied vote, the Chairman of the Supervisory Board has the casting vote. The transfer of ownership of shares or equity interests and capital increases of any kind with respect to KTM AG, PIERER New Mobility GmbH, Kiska GmbH and their subsidiaries, as well as the sale or transfer of ownership of all material assets of PIERER Mobility AG, KTM AG, PIERER New Mobility GmbH and Kiska GmbH and their subsidiaries, require the approval of all shareholders' representatives on the Supervisory Board.

The Supervisory Board shall be entitled to request written reports from the Executive Board at any time regarding the Company's affairs and management issues. As a rule, the Executive Board shall also attend the meetings of the Supervisory Board and the Audit Committee, unless the Chairman of the Supervisory Board decides otherwise. Members of the Executive Board do not have any voting rights.

At the Supervisory Board meeting, the members of the Executive Board provide a comprehensive explanation of the course of business and the development of the Group. Extensive discussions take place with the members of the Executive Board and among the members themselves. Resolutions on investments, acquisitions, and other motions in accordance with the rules of procedure of the Executive Board are another focus of every Supervisory Board meeting.

The committees formed by the Supervisory Board shall perform their tasks on behalf of the Supervisory Board. Each committee shall consist of at least two members. The Supervisory Board shall appoint a Chairman for each committee from among its members. The rules of procedure of the Supervisory Board shall apply with regard to the notice period, meetings and resolutions of a committee.

The Supervisory Board shall also have the right to appoint an individual member to supervise and audit individual business transactions. That member of the Supervisory Board must report to the Supervisory Board on its activities.

No new contracts requiring the approval of the Supervisory Board were concluded between the company and members of the Supervisory Board in the 2024 financial year (C-Rule 48 ÖCGK).

At Supervisory Board meetings, open discussions take place between members of the Executive Board and Supervisory Board.

3.1 COMMITTEES OF THE SUPERVISORY BOARD

The Supervisory Board has established three committees:

- Audit Committee
- Remuneration Committee
- Committee for Compliance, Investor Relations (IR) and Sustainability (ESG)

For reasons of efficiency, since the Supervisory Board is made up of no more than six members, the tasks of a Nomination Committee are performed by the full Supervisory Board.

AUDIT COMMITTEE

- Chair: Srinivasan Ravikumar
- Deputy Chair: Friedrich Roithner (financial expert)
- Member: Michaela Friepess

The Audit Committee is responsible for auditing and preparing the approval of the annual financial report, the proposal for the appropriation of profits and the management report, as well as for auditing the consolidated financial statements and the consolidated corporate governance report. The Audit Committee shall submit a proposal for the selection of the auditor and prepare the Supervisory Board's proposal for the election of an auditor at the Annual General Meeting. Pursuant to C-Rule 81a ÖCGK, the Audit Committee shall meet with the auditors to determine the process of mutual communication.

The Audit Committee held three meetings in the 2024 financial year, which were also attended by a representative of the auditors.

REMUNERATION COMMITTEE

- Chair: Josef Blazicek
- Deputy Chair: Michaela Friepess

The Remuneration Committee convened once in the 2024 financial year. At this meeting, it discussed the compensation report and general matters relating to the compensation of the Executive Committee.

COMMITTEE FOR COMPLIANCE, INVESTOR RELATIONS (IR) AND SUSTAINABILITY (ESG)

- Chair: Michaela Frieppess
- Deputy Chair: Josef Blazicek

The Committee for Compliance, IR and ESG convened once in the 2024 financial year. In addition, its members are in regular contact (usually every two weeks) with the ESG steering team of the Pierer Industrie Group. Among other things, the committee deals with the topics of the non-financial statement and regularly monitors the achievement of the goals pursued by PIERER Mobility AG in the areas of compliance, IR and ESG. For this purpose, the committee monitors the measures taken to achieve these goals and supports the implementation of such measures in all areas of PIERER Mobility AG. In addition, the committee regularly evaluates the objectives pursued.

4 MEASURES TO PROMOTE WOMEN

The company is convinced that diverse teams produce better results and are more effective and innovative than homogeneous groups of people of the same gender. This principle applies equally to the company's executive and supervisory bodies. Equal treatment of female and male employees and equal career opportunities are a matter of course for PIERER Mobility AG.

PIERER Mobility AG supports and promotes the employment of women, especially in technical professions. One barrier to this is that many management positions require a technical education and, in many countries, especially in Austria, there are still significantly fewer women than men in technical professions and with technical degrees. Nevertheless, the Group aims to make employment in an industrial company more attractive to female employees, and to encourage even more women to enter technical professions, which will be even more sought-after in the future. To recruit female apprentices, the Human Resources department focuses on the key aspect of providing regular information in order to reach the target group and present the technical training courses in an accessible way.

The measures taken, which are particularly aimed at women interested in STEM professions, include participation in competitions such as the "Lehrlings-Hackathon" (apprentice hackathon) and "Austrian Skills," as well as various information events such as apprentice trade fairs and school visits. The aim is to encourage girls to explore new career fields and to make it easier for them to discover where their professional inclinations lie. For this reason, the KTM Group also took part in the EUREGIO Girls' Day in the 2024 financial year. In April 2024, 15 young women were given the opportunity to gain an insight into metal and automotive engineering and to gain practical experience in selected technical process steps at the Mattighofen site. The number of girls interested in technical apprenticeships is steadily rising. In the 2024 financial year, around 28.0% of the apprentices employed by the Group were female. The proportion of female industrial apprentices was 16.4%.

As of December 31, 2024, women represented 25.1% of the total workforce. There are currently no women on the Executive Board; the Supervisory Board has two female members. The proportion of women in management positions at PIERER Mobility was 9.5% (in Austria: 10.5%). Since 2018, the proportion of women in the Group has increased by around 9.4%, but has fallen by 0.7 percentage points compared to the previous year.

5 DESCRIPTION OF THE DIVERSITY CONCEPT

When appointing the members of the Supervisory Board, the General Meeting shall focus on the professional and personal qualifications of the members and ensure that the Supervisory Board has a professionally balanced composition that reflects the Company's structure and business activities. In addition, due consideration shall be given to the diversity aspects of the Supervisory Board in order to ensure that both genders and different age groups are represented and to ensure an international composition.

The Supervisory Board has adopted a diversity concept for the composition of the Executive Board and the Supervisory Board pursuant to Section 243c (2) (3) of the Austrian Commercial Code (UGB) which provides for the following:

5.1 COMPOSITION OF THE EXECUTIVE BOARD

CONCEPT

Candidates for an Executive Board position at PIERER Mobility AG are selected on the basis of their professional qualifications for the position applied for, their leadership qualities and past performance, as well as their knowledge of the Company.

When selecting and appointing members of the Executive Committee, the focus is on whether they have the skills and expertise required to lead an international industrial company. In addition, their educational and professional background as well as general aspects of their personality are taken into consideration. A person's age and gender play no role and do not lead to any preference or disadvantage in the selection process.

OBJECTIVES

The aim of the diversity concept is to ensure that the Executive Board is composed of personalities who complement each other on the basis of their different professional and life experiences, and who work well together. It is to be ensured that the Executive Board as a whole has the highest level of experience and specialist training in order to successfully manage the PIERER Mobility Group and achieve the best results.

IMPLEMENTATION

The Supervisory Board decides on the appointment of members of the Executive Board on the basis of the criteria set out in the diversity concept, taking into account the interests of the Company.

RESULTS IN THE REPORTING PERIOD

In the 2024 financial year, the Executive Board was reduced to two members. Gottfried Neumeister is a new member of the Executive Board and was appointed by the Supervisory Board in consideration of the diversity concept.

5.2 COMPOSITION OF THE SUPERVISORY BOARD

CONCEPT

The Supervisory Board is composed of professionally and personally qualified persons. Care shall be taken to ensure a professionally balanced composition with regard to the structure and business areas of the PIERER Mobility Group. Diversity aspects of the Supervisory Board with regard to gender representation and age structure shall be given appropriate consideration. With an increasing number of Supervisory Board members, these criteria shall be given greater attention.

- The Supervisory Board shall have at least one financial expert.
- If possible, the Supervisory Board should include two members with international experience or special expertise in one or more markets outside of Austria that are important for the PIERER Mobility Group.
- If possible, the Supervisory Board should include a member who has detailed knowledge of PIERER Mobility AG based on previous experience.
- If possible, the Supervisory Board should include a member who can transfer ESG know-how within the PIERER Mobility Group due to his or her experience and knowledge.

OBJECTIVES

The aim of the diversity concept is to ensure that the Supervisory Board is composed of individuals who complement each other due to their different professional and life experiences. The aim is to ensure that the Supervisory Board as a whole has the highest level of experience and professional qualifications to monitor the business activities of PIERER Mobility AG and the PIERER Mobility Group critically and from as many different perspectives as possible.

IMPLEMENTATION

Proposals to the Shareholders' Meeting for the election of Supervisory Board members should take into account the criteria of the diversity concept. However, the nomination objectives of the Supervisory Board do not restrict the voting freedom of the General Meeting.

RESULTS IN THE REPORTING PERIOD

In the 2024 financial year, there were no new appointments to the Supervisory Board of PIERER Mobility AG.

6 EXTERNAL EVALUATION

Pursuant to C-Rule 62 ÖCGK, the Company is required to commission an external evaluation of its compliance with the C-Rules of the Code regularly, every three years. The 2024 corporate governance report was evaluated externally by Oberhammer Rechtsanwälte GmbH. No objections were raised. The complete evaluation report for the 2024 financial year is available on the Company's website at <https://www.pierermobility.com/en/investor-relations/corporate-governance>.

7 CHANGES AFTER THE BALANCE SHEET DATE

7.1 CHANGES ON THE SUPERVISORY BOARD

Effective at the end of the Extraordinary General Meeting of January 27, 2025, Mr. Josef Blazicek, Chairman, resigned from the Supervisory Board. Mr. Stephan Zöchling was elected to the Supervisory Board by this General Meeting. At the subsequent Supervisory Board meeting on the same day, he was elected as the new Chairman of the Supervisory Board. The committees of the Supervisory Board were filled as follows:

	Audit Committee	Remuneration Committee	Committee for Compliance, Investor Relations (IR) and Sustainability (ESG)
Chairperson	Srinivasan Ravikumar	Stephan Zöchling	Michaela Friepess
Deputy Chair	Friedrich Roithner	Michaela Friepess	Stephan Zöchling
Member	Stephan Zöchling	n.a.	n.a.

7.2 CHANGE IN THE EXECUTIVE BOARD

On January 23, 2025, Stefan Pierer handed over the role of CEO to Gottfried Neumeister. Mr. Pierer took up the role of Co-CEO.

Wels, May 2025

The Executive Board



Gottfried Neumeister (CEO)



Stefan Pierer (Co-CEO)

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DISCLAIMER

This report

- has been prepared with the greatest possible care and the correctness of the data has been checked. However, minor differences may occur in the addition of rounded amounts and percentages. There may also be typographical and other errors.
- contains forward-looking statements. Actual results may differ materially from those anticipated due to a variety of factors. Neither PIERER Mobility AG nor any other person assumes any liability for any such forward-looking statements. PIERER Mobility AG will not update these forward-looking statements, whether due to changed factual circumstances or changes in assumptions or expectations.
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