REMUNERATION REPORT

of Francotyp-Postalia Holding AG for the 2023 fiscal year

Please note that there may be rounding differences compared to exact mathematical figures (monetary units, percentages, etc.)

Non-binding convenience translation from German

The following remuneration report, which was prepared jointly by the Management Board and the Supervisory Board in accordance with the statutory provisions of section 162 AktG, presents and explains the remuneration of the current and former members of the Management Board and Supervisory Board of Francotyp-Postalia Holding AG in fiscal year 2023. For purposes of better comprehension, the remuneration system for the Management Board resolved at the Annual General Meeting on 16 June 2021 and the remuneration system for the Supervisory Board resolved at the Annual General Meeting on 15 June 2022 are also outlined. The remuneration report was formally audited by the auditor in accordance with Section 162 (3) AktG - German Stock Corporation Act. The audit report is attached.

The aim of this report is to make clear the connection between the overarching corporate strategy and the structure of the remuneration system, while at the same time making the concrete operation of the remuneration system – pay for performance – comprehensible. This report will be presented for approval at the Annual General Meeting resolving on fiscal year 2023.

1. Remuneration system for the Management Board

Resolution on the approval of the remuneration system for the members of the Management Board

The current remuneration system for the members of the Management Board of Francotyp-Postalia Holding AG was adopted by the Supervisory Board—with the support of third-party experts—in accordance with sections 87 (1) and 87a (1) AktG on 27 April 2021 and approved by the Annual General Meeting on 16 June 2021, with a majority of 97.4% of the capital represented. The remuneration report for the 2022 financial year was approved at the 2023 Annual General Meeting with a majority of 90.6% of the capital represented. There was therefore no reason to question or make adjustments to the reporting or application of the remuneration system.

The remuneration system complies with the requirements of the German Stock Corporation Act, in particular the requirements of the Act Implementing the Second Shareholders' Rights Directive (ARUG II), and is based on the recommendations of the German Corporate Governance Code as amended on 28 April 2022.

Summary of key aspects of fiscal year 2023 from a remuneration perspective

Fiscal year 2023 was not successful from a remuneration perspective. The development of revenue, earnings and free cash flow meant that the targets set for the short-term bonus were not achieved.

As the business performance in recent years has not had an impact on the FP share price, no benefit was realised from the long-term incentives (LTI 1), which are linked to the share price performance. LTI 2, which is based on sustainability targets, will not be reviewed yearly during its term.

In view of the Supervisory Board, the design of the incentive focuses on a balance between short-term, annual successes and the multi-year sustainable development of the company. Through the first component of the LTI, virtual stock options, which can be exercised after four years at the earliest, the Management Board member participates in the increase in the share price. The second component of the LTI relates to sustainability criteria and thus takes into account the growing importance of environmental, social and governance criteria ("ESG") in corporate management.

Application of the Management Board remuneration system in fiscal year 2023

Since the resolution by the Supervisory Board, the current remuneration system for the Management Board has been taken into account by the company when concluding new contracts and renewing existing contracts. The remuneration system did not apply to the remuneration of the members of the Management Board hired in fiscal year 2021, as their contracts were concluded before the resolution on the new remuneration system.

Where members of the Management Board within the meaning of section 162 AktG were granted individual remuneration in fiscal year 2023 which had been promised in previous fiscal years under the remuneration system applicable at the time, this is also presented and explained.

The remuneration system for members of the Management Board of Francotyp-Postalia Holding AG is reviewed by the Supervisory Board in accordance with Section 120a of the German Stock Corporation Act (AktG), in particular as part of contract negotiations with existing or future members of the Management Board. The Supervisory Board may – in accordance with the legal requirements in section 87a (2) sentence 2 AktG – temporarily deviate from the remuneration system if this is necessary in the interests of the long-term well-being of the company. There is to be a regular review, although a specific date has not been set.

Disclosures on the remuneration components

The following presentation relates to the Management Board remuneration system approved by the Annual General Meeting 2021. Where the remuneration of the Management Board members in fiscal year 2023 deviates from these explanations, this will be explained in the individual presentation of the specific Management Board remuneration for the fiscal year.

The remuneration of the Management Board members is made up of non-performance-related and performance-related components. Linking remuneration to both the short-term and long-term performance of the company can support successful and sustainable corporate governance. At the same time, the choice of suitable performance criteria provides important incentives for implementing the strategic realignment of the Group.

As non-performance-related fixed remuneration, the members of the Management Board receive an annual fixed salary in twelve equal monthly instalments. In the Supervisory Board's opinion, this provides a secure and predictable income. They also receive fringe benefits in the form of non-cash remuneration, such as a company car and insurance premiums.

The performance-related remuneration components comprise short-term variable remuneration (short-term incentive, "STI") and long-term variable remuneration (long-term incentive, "LTI"). The short-term component has an assessment period of one year and is linked to two to four key performance indicators based on the budget for the respective fiscal year approved by the Supervisory Board. The long-term component (LTI) consists of two components and has an assessment period of four years to promote sustainable corporate development. The first component of the LTI is virtual share options, which are allocated to the Management Board member at a strike price and may be linked to a percentage of shares purchased and held by the Management Board member himself. The virtual share options can be exercised after four years at the earliest (vesting), so that the Management Board member participates accordingly in the increase in the share price via the difference between the strike price and the exercise price.

The second component of the LTI relates to two equally agreed sustainability criteria. The fulfilment of this component is remunerated in cash. The first criterion is the successful maintenance or re-certification of five ISO certifications over the entire period. The second criterion is the reduction of CO2 emissions by certain target values agreed by contract compared with the beginning of the period and the end of the bonus period. The members of the Management Board receive advance payments on this second LTI component, which are offset after the assessment period.

The Supervisory Board determines the specific target remuneration for the Management Board members and the performance criteria for the variable remuneration components provided for in the remuneration system for the respective upcoming fiscal year. At least 80% of the planned target figures must be achieved in order to be entitled to the agreed bonus components. A target achievement of 120% constitutes the upper limit (cap).

The share of long-term variable remuneration exceeds the share of short-term variable remuneration in total target remuneration.

OVERVIEW OF REMUNERATION COMPONENTS

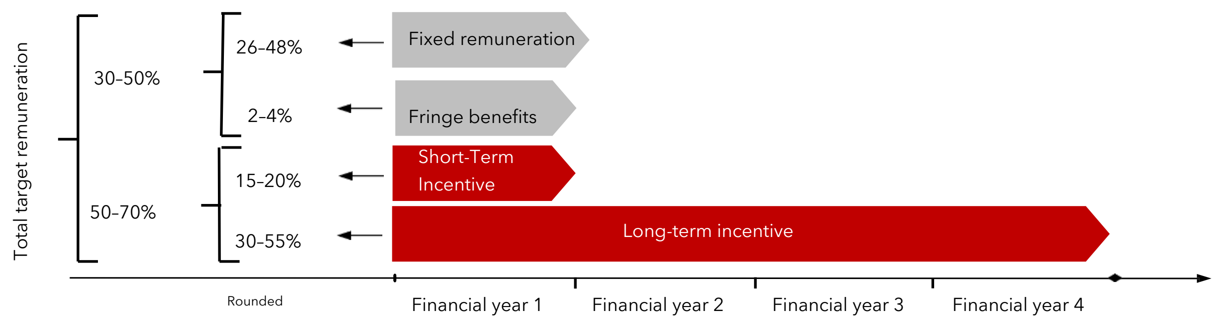
Remuneration component	Basis of assessment / parameters
Non-performance-based remuneration	
Fixed remuneration	Fixed remuneration, paid monthly pro rata as salary
Fringe benefits	Company car, insurance premiums; further one-off or time-limited (transitional) benefits possible in the case of new appointments with express resolution of the Supervisory Board
Performance-based remuneration	
Short-term incentive (STI)	• Annual bonus model: Basis for target achievement: a separate number of key performance indicators ("KPIs") to be determined annually by the Supervisory Board, or already defined, for each member of the Management Board, each of which must be taken into equal account (minimum 2 KPIs, maximum 4 KPIs) • Cap: 120% of the target amount
Long-term incentive (LTI)	Sustainability component 1: virtual share options ("virtual SO") • Allocation of virtual SO with appointment to the Management Board • Number of options to be allocated is left to the discretion of the Supervisory Board; additional options may be granted for the achievement of specific additional targets • Obligation of the Management Board to acquire a percentage of the virtual share options as real shares (holding period: 4 years)

	• Exercise of virtual option after 4 years (vesting period)
	• Exercise price: Arithmetical average of the Xetra closing prices of the last 90 trading days prior to exercise
	• Calculation: Payout amount = difference between strike price and exercise price multiplied by the number of virtual SOs allocated (no minimum)
	• Cap payout amount per virtual SO: a price in EUR per virtual SO to be determined at the discretion of the Supervisory Board.
	
	Sustainability component 2: ESG targets
	• Determination of two ESG targets by the Supervisory Board, which should be identical for all Management Board members as far as possible, but do not have to be
	• Example ESG targets up to 2024
	  • 1. ESG target: annual ISO (re-)certifications
	  • 2. ESG target: Reduction of CO_2emissions
	• Annual advance payments on payout amount
	• Cap: 120% of the target amount

Other remuneration schemes	
Maximum remuneration	Limitations on total remuneration granted for a fiscal year pursuant to section 87a (1) sentence 2 no. 1 AktG
Severance pay cap	Severance payments of a maximum of one year's total remuneration; remuneration for the remaining term of the contract may not be exceeded
Penalty and clawback provision	Penalty: In the event of a serious violation of applicable law in the sense of individual misconduct or organisational culpability, the Supervisory Board may partially reduce or completely eliminate the variable remuneration components (STI/LTI) for the respective assessment period Clawback: Possibility for the Supervisory Board to reclaim variable remuneration already paid out in the event of subsequent discovery of a penalty event

Determination of target remuneration

TOTAL TARGET REMUNERATION



According to the approved remuneration system, the non-performance-based remuneration should account for approximately 30-50 percent of the total target remuneration in accordance with the approved remuneration system. Fixed remuneration for approximately 26–48% of target total remuneration, and regular fringe benefits normally account for approximately 2–4%.

The performance-based remuneration is to account for a total of approximately 50–70 percent of the total target remuneration, which directly reflects the pay-for-performance approach. The target amount of the STI accounts for around 15-20% of total target remuneration, while the target amount of the LTI accounts for around 30-55% of total target remuneration. This ensures that the variable remuneration resulting from the achievement of long-term targets exceeds the share resulting from short-term targets.

The following table shows the envisaged target remuneration of the Management Board members for the 2023 fiscal year and the respective share of the remuneration components in total remuneration:

TARGET REMUNERATION OF THE MANAGEMENT BOARD

	Carsten Lind CEO *until 1 March 2024*		Ralf Spielberger CFO *since 1 October 2022*	
Target remuneration for fiscal year 2023	**2023 in EUR thousand**	**2023 in %**	**2023 in EUR thousand**	**2023 in %**
Basic remuneration	**420**	62%	**250**	57%
+ fringe benefits	**33**	5%	**35**	8%
Total fixed remuneration	**453**	67%	**285**	65%
Variable remuneration				
Short-term variable remuneration for 2023	**180**	27%	**125**	29%
Long-term variable remuneration (LTI 2) - annual payment on account	**40**	6%	**28**	6%
Total variable remuneration	**220**	33%	**153**	35%
= Total remuneration	**673**	100%	**438**	100%
Share of fixed remuneration in %	**67.3%**		**65.1%**	
Share of variable remuneration in %	**32.7%**		**34.9%**	

Target remuneration was determined on the basis of 100% target achievement for the variable remuneration components.

The current members of the Management Board have not received any pension commitments.

Disclosures on shares and share options

The members of the Management Board do not receive any remuneration components in the form of shares or options on shares in Francotyp-Postalia Holding AG. The long-term variable remuneration of the Management Board is related to the share price development of Francotyp-Postalia Holding AG via virtual share options.

As part of the LTI 1 remuneration component, there is an obligation for Mr Lind and Mr Spielberger to acquire 8%, respectively, of the allocated virtual share options as shares in the company and to hold them for four years from the date of acquisition (Share Ownership Guidelines).

SHARES HELD BY MEMBERS OF THE MANAGEMENT BOARD

	As at 31 Dec. 2023 - number of shares	in % of share capital
Carsten Lind	48,000	0.29
Ralf Spielberger	23,500	0.14

Information on the clawback of variable remuneration components

In the opinion of the Supervisory Board, the remuneration of the members of the Management Board ensures that special performance is rewarded appropriately and that any failure to meet targets leads to a noticeable reduction in remuneration. In addition, the employment contracts of the current members of the Management Board stipulate that they are not entitled to a long-term bonus in the event of premature termination due to a serious breach of duty and that any advance payments received in this regard must be refunded. No variable remuneration components were reclaimed or withheld in fiscal year 2023.

Disclosures on deviations from the remuneration system in 2023

The company concluded an employment contract with Carsten Lind before the current remuneration system was adopted. Consequently, it does not apply in all respects to this contract. For example, the Supervisory Board is able to offset effects on the long-term bonus from corporate actions carried out in the assessment period.

Disclosures on the implementation of the Annual General Meeting resolution

The remuneration system for the Management Board is taken into account when new Management Board employment contracts are concluded with the company and when they are renewed. It is therefore not yet fully applied to the remuneration of Carsten Lind.

Remuneration granted and owed

The remuneration granted and owed to the respective members of the Management Board of the company is as follows. As the compensation granted and owed is not always accompanied by a payment in the respective fiscal year, the STI is reported for the fiscal year in which the activity underlying the compensation was fully performed. LTI 1, i.e. virtual stock options, is reported in the year of issue with a purely arithmetical value from the number of virtual options issued multiplied by the fair value at the grant date. LTI 2 is reported with the annual progress payments and, after the four-year bonus period has been reached, the difference is reported over the actual target achievement less the progress payments already made.

REMUNERATION OF THE MANAGEMENT BOARD (GRANTED AND OWED)

	Active members of the Management Board on 31 December 2023			
	Carsten Lind CEO since 1 June 2020 until 1 March 2024		**Ralf Spielberger CFO since 1 October 2022**	
in EUR	**2023**	2022	**2023**	**2022**
Fixed remuneration	**420,000**	411,667	**250,000**	62,500
Fringe benefits	**32,877**	30,790	**35,349**	13,421
Total fixed remuneration	**452,877**	442,457	**285,349**	75,921
Long-term variable remuneration (LTI 1)	**-**	-	**-**	197,161
Long-term variable remuneration (LTI 2) - annual payment on account	**40,000**	40,000	**28,000**	7,000
Short-term variable remuneration (bonus)	**-**	360,000	**-**	32,569
Short-term variable remuneration (discretionary bonus)	**-**	83,363	**-**	-
Total variable remuneration	**40,000**	483,363	**28,000**	236,730
Total remuneration	**492,877**	925,820	**313,349**	**312,650**
Share of fixed remuneration in %	**91.9%**	47.8%	**91.1%**	24.3%
Share of variable remuneration in %	**8.1%**	52.2%	**8.9%**	75.7%

Disclosures on compliance with the maximum remuneration

In accordance with section 87a (1) sentence 2 no. 1 AktG, the Supervisory Board has set a maximum remuneration limit which restricts the total amount of remuneration actually received for a given fiscal year (fixed remuneration + fringe benefits + payout from STI + payout from LTI). For the Chairman of the Management Board, the maximum annual remuneration is EUR 2,500,000.00 gross, and EUR 1,900,000.00 gross each for the ordinary members of the Management Board.

It is not possible to verify compliance with the maximum remuneration if it still depends on the inflow of variable remuneration components in future years. It is therefore not possible to report on compliance with the maximum remuneration in fiscal year 2023 for any of the currently active members of the Management Board.

Explanation of variable remuneration components

I. Carsten Lind, Chairman of the Management Board

The Supervisory Board has agreed targets with Mr Lind for the annual bonus for fiscal year 2023, which relate to Group revenue and EBITDA. The prerequisite for the annual bonus is target achievement of more than 80%. If the target is fully achieved, the annual bonus will be EUR 180,000.

The cap (120% target achievement) is a bonus amount of EUR 360,000. The annual bonus is paid in the month following the resolution by the Annual General Meeting on the annual financial statements and is therefore included in the table as "granted". The bonus was calculated in accordance with the following presentation:

CALCULATION OF THE BONUS | CARSTEN LIND

KPI	Target	Actual	Weighting	Target achievement in %	Share bonus
Revenue	EUR 254.1 million	EUR 241.8 million	50%	< 40%	EUR 0
EBITDA	EUR 30.4 million	EUR 31.0 million	50%	> 150%	EUR 0
Total			**100%**	**<80%**	**EUR 0**

Mr Lind was granted a total of 350,000 virtual share options as LTI, first component, at the beginning of the four-year bonus period on 1 June 2020, at a strike price of EUR 3.60. One quarter of the virtual share options will vest after 12, 24, 36 and 48 months, respectively. Depending on the exercise price, which does not have to meet any minimum amount, and the timing of the exercise declaration, it is not possible to determine the amount of the LTI until later. The amount is limited to EUR 15 per virtual share option (cap). The share options were granted in fiscal year 2020 at a fair value (fair value at grant) of EUR 221 thousand. The revaluation according to IFRS 2.30 as at the reporting date resulted in a fair value of EUR 121 thousand. The change in valuation was recognised in profit or loss. At the same time, the corresponding provision was increased by EUR 30 thousand and recognised as an expense in the 2023 annual financial statements.

A further 50,000 virtual share options were also granted, which were linked to the expansion of the digital business in relation to total revenue. This target was missed, meaning that the final allocation of the virtual share options did not take place.

Furthermore, sustainability targets were agreed with Mr Lind. Half of these ESG criteria relate to the successful re-certification of five ISO certifications and half to the reduction of CO_2 emissions. On the agreed LTI targets of this second component (ESG), Mr Lind will receive annual advance payments of EUR 40,000, which will be offset at the end of the assessment period of four years. The prerequisite is target achievement of more than 80%. If the target is fully achieved, this LTI amounts to EUR 280,000.

The cap (120% target achievement) is a bonus amount of EUR 560,000. Payment will be made in the month after the bonus period expires and achievement of the agreed targets can be determined, presumably in fiscal year 2025.

The Supervisory Board has therefore linked the remuneration to both the short-term and long-term development of the company so that it supports successful and sustainable corporate governance. At the same time, the suitable performance criteria selected by the Supervisory Board provide important incentives for implementing the strategic realignment of the Group. Linking LTI 1 to the development of the share price also ensures a high degree of alignment of interest with that of shareholders.

II. Ralf Spielberger, Chief Financial Officer

The Supervisory Board has agreed targets with Mr Spielberger for the annual bonus for the 2023 financial year, which relate to Group revenue, EBITDA, free cash flow and individual targets for the implementation of the "One ERP/CRM project" in line with the budget and schedule. The prerequisite for this annual bonus is cumulative target achievement of more than 80% for various agreed KPIs. If the target is fully achieved, the annual bonus will be EUR 125,000. The cap (120% target achievement) is a bonus amount of EUR 50,000. The annual bonus or the pro rata annual bonus is paid in the month following the resolution by the Annual General Meeting on the annual financial statements and is therefore included in the table as "granted".

Mr Spielberger was granted a total of 240,000 virtual share options as LTI, first component, at the beginning of the four-year bonus period on 1 October 2022, at a strike price of EUR 3.10. One quarter of the virtual share options will vest after 12, 24, 36 and 48 months, respectively. Depending on the exercise price, which does not have to meet any minimum amount, and the timing of the exercise declaration, it is not possible to determine the amount of the LTI until later. The amount is limited to EUR 15 per virtual share option (cap). The share options were granted in fiscal year 2022 at a fair value (fair value at grant) of EUR 197 thousand. The revaluation according to IFRS 2.30 as at the reporting date resulted in a fair value of EUR 153 thousand. The change in valuation was recognised in profit or loss. At the same time, the corresponding provision was increased by EUR 38 thousand in the 2023 annual financial statements and recognised as an expense.

Furthermore, sustainability targets were agreed with Mr Spielberger. Half of these ESG criteria relate to the successful re-certification of five ISO certifications and half to the reduction of CO2 emissions. On the agreed LTI targets of this second component (ESG), Mr Spielberger will receive annual advance payments of EUR 28,000, which will be offset at the end of the assessment period of four years. The prerequisite is target achievement of more than 80%. If the target is fully achieved, this LTI amounts to EUR 195,000. The cap (120% target achievement) is a bonus amount of EUR 234,000. Payment will be made in the month after the bonus period expires and achievement of the agreed targets can be determined, presumably in fiscal year 2026.

The Supervisory Board has therefore linked the remuneration to both the short-term and long-term development of the company so that it supports successful and sustainable corporate governance. At the same time, the suitable performance criteria selected by the Supervisory Board provide important incentives for implementing the Group's corporate strategy. Linking LTI 1 to the development of the share price also ensures a high degree of alignment of interest with that of shareholders.

CALCULATION OF THE BONUS | RALF SPIELBERGER

KPI	Target	Actual	Weighting	Target achievement in %	Share bonus
Revenue	EUR 254.1 million	EUR 241.8 million	25%	< 40%	EUR 0
EBITDA	EUR 30.4 million	EUR 31.0 million	25%	> 150%	EUR 0
Free cash flow	EUR 12.8 million	EUR 9.1 million	25%	> 50%	EUR 0
Budget ERP	EUR 13.9 million	EUR 13.2 million	12.5%	100%	EUR 0
ERP schedule	Milestones according to the Supervisory Board meeting on 1 December 2022	Assessment of milestones	12.5%	100%	EUR 0
Total			**100%**	**<80%**	**EUR 0**

Explanation of disclosures relating to former members of the Management Board
Pension payments of EUR 64 thousand (previous year: EUR 45 thousand) were made to former members of the Management Board in fiscal year 2023.

Defined benefits from third parties
The members of the Management Board have not received any defined benefits from third parties, neither within nor outside the Group, in connection with their activities as members of the Management Board of Francotyp-Postalia Holding AG.

Benefits in the event of premature termination
If the appointment to the Management Board is revoked for good cause that is not covered within the meaning of section 626 BGB for the summary cancellation of the employment contract, the Management Board member is entitled to a lump-sum severance payment due on the date of legal termination. The amount of the severance payment then due corresponds to a percentage of the last annual remuneration of the respective Management Board member, consisting of fixed salary and STI without LTI and without other remuneration components. In any case, this corresponds to a maximum total of the amount of fixed remuneration entitlements for the remaining term of the contract.

In the event of other premature termination of the employment contract without good cause in accordance with section 626 BGB, the company and the Management Board member may agree separate arrangements; in this case, payments to members of the Management Board including fringe benefits may not exceed the value of one year's remuneration (severance pay cap) and may not remunerate more than the remaining term of the service contract. The severance pay entitlement and severance pay cap are to be calculated based on the corresponding total remuneration for the last full fiscal year; before the end of the first fiscal year, the calculation shall be based on the current fiscal year (pro rata).

If a Management Board member leaves their employment due to a serious breach of duty ("bad-leaver situation"), the vested virtual share options and the virtual share options already due for exercise may also no longer be exercised. All virtual share options expire without remuneration.

Should a post-contractual non-competition clause be agreed with a member of the Management Board in the future, the severance pay would be offset against the competition indemnity.

If the appointment is revoked in accordance with section 84 (3) AktG within three months of a change of control becoming known at the instigation of the new majority shareholder and if the revocation is not based on good cause pursuant to section 626 BGB, the severance pay entitlement shall be increased to the amount of the total annual remuneration for the last completed fiscal year, but no more than the amount of the remuneration entitlements for the remaining term of the contract.

Benefits in the event of regular termination
No separate provisions have been made for the case of regular termination of a Management Board contract and no agreements have been concluded in this respect. In particular, no benefits have been promised by the company for a retirement pension.

Outlook for the 2024 financial year from a remuneration perspective
The Supervisory Board has not resolved any adjustments to the remuneration amounts or changes to the remuneration system.

2. Remuneration system for the Supervisory Board

Resolution on the remuneration system for the members of the Supervisory Board
The Annual General Meeting decides on the remuneration of the members of the Supervisory Board. The remuneration is set out in article 17 of the company's Articles of Association. The Management Board and Supervisory Board regularly review the remuneration of the Supervisory Board members. If they come to the conclusion that an adjustment is necessary, they propose it to the Annual General Meeting. The last change to the remuneration system was approved at the 2022 Annual General Meeting with a majority of 99.69% of the capital represented.

Structure and application of the remuneration system for the Supervisory Board
The remuneration system for the Supervisory Board is governed by the Articles of Association and provides both the abstract and the concrete framework for the remuneration of Supervisory Board members. This ensures that the remuneration of Supervisory Board members is always in line with the remuneration system resolved by the Annual General Meeting.

The remuneration of the members of the Supervisory Board consists of a basic remuneration and supplements granted for assuming certain functions in view of the additional workload involved.

The members of the Supervisory Board receive fixed annual remuneration of EUR 40,000 (previous year: EUR 40,000) for each full fiscal year in office. For the Chairman, the fixed remuneration is 200% (previous year: 200%) of the remuneration of the other members of the Supervisory Board. As in the previous year, the Vice Chairman does not receive a supplement to the basic remuneration.

Due to the increased preparation and workload regularly associated with this and in accordance with recommendation G.17 GCGC, the members of the Supervisory Board receive additional annual remuneration of 10% of their basic remuneration for each membership of a committee, provided that such a committee has met at least twice in the fiscal year in question. Given its number of three members, the Supervisory Board has not currently established any committees.

Supervisory Board members who have not belonged to the Supervisory Board for a full fiscal year or who have not held the position of Chairman or Deputy Chairman of the Supervisory Board for a full fiscal year receive remuneration on a pro rata basis, rounded up to full months.

The remuneration is paid in the last month of the respective fiscal year.

The company provides the members of the Supervisory Board with insurance cover at an appropriate level for the performance of their Supervisory Board work and pays the premiums due for this. In addition, the company reimburses each Supervisory Board member for appropriate and proven expenses incurred in performing his or her duties, as well as for any value-added tax payable on the remuneration.

There is no variable remuneration for members of the Supervisory Board that is dependent on the achievement of specific successes or targets. The Supervisory Board can thus gear its decisions to the good of the company and thus to a long-term business strategy and sustainable development without pursuing any other motives. Due to the special nature of Supervisory Board remuneration, which differs fundamentally from the activities of employees of the company because of its supervisory nature, there is no vertical comparison with employee remuneration.

In the future, the Annual General Meeting will resolve on the remuneration of the members of the Supervisory Board at least every four years. The Supervisory Board will therefore conduct an analysis of its remuneration at least every four years in order to submit a corresponding resolution proposal to the Annual General Meeting together with the

Management Board. In fiscal year 2023, the remuneration system for the Supervisory Board was applied in all aspects as regulated in the revised article 17 of the company's Articles of Association. The members of the Supervisory Board did not receive any further remuneration or benefits in the reporting year for services provided personally – in particular, consulting and mediation services. The members of the Supervisory Board were not granted any loans or advances, and no contingent liabilities were entered into in their favour.

Individualised disclosure of Supervisory Board remuneration

The following table shows the remuneration of the members of the Supervisory Board in the past fiscal year in accordance with section 162 AktG: whereby the remuneration is attributed to the fiscal year in which the underlying activity was fully performed ("vesting-oriented view"):

REMUNERATION OF THE SUPERVISORY BOARD (GRANTED AND OWED)

in EUR		2023	2022
Dr Alexander Granderath	Member since 10 November 2020, Chairman of the SVB until 6 Feb. 2024	**80,000**	80,000
Klaus Röhrig	Member since 1 April 2013	**40,000**	40,000
Johannes Boot	Member since 14 June 2023 Chairman of the SVB since 6 Feb. 2024	**21,918**	0
Lars Wittan	Member until 14 June 2023	**18,082**	40,000
Total remuneration		**160,000**	**160,000**

Comparative presentation of remuneration and earnings performance

The following comparative presentation shows the annual change in the remuneration of current and former Management Board and Supervisory Board members, the company's earnings performance and the remuneration of employees on a full-time equivalent basis. The average remuneration of employees includes employee benefit expenses for wages and salaries, for fringe benefits, for employer contributions to social security, and for any short-term variable remuneration components attributable to the fiscal year. Thus, the remuneration of employees – in line with the remuneration of the Management Board and the Supervisory Board – also corresponds in principle to the remuneration granted and owed within the meaning of section 162 (1) sentence 1 AktG. Employee remuneration (except for apprentices and temporary workers) was based on the average wages and salaries of the Group's employees in Germany in the respective fiscal year.

Change in %	2023 to 2022
Current members of the Management Board	
Carsten Lind	-46.8
Ralf Spielberger	0.2
Former members of the Management Board	
Martin Geisel (until 30 September 2022)	-100.0
Former members of the Management Board who retired more than 10 years ago	42.2
Current members of the Supervisory Board	
Dr Alexander Granderath	0.0
Klaus Röhrig	0.0
Johannes Boot	100.0
Lars Wittan (until 14 June 2023, thereafter former member of the Supervisory Board)	-54.8
Development of the company	
Net profit of Francotyp-Postalia Holding AG (HGB)1	n/a[1]
EBITDA of the FP Group (IFRS)	12.3
Average remuneration of employees 2023 to 2022	6.0
Average remuneration of employees 2022 to 2021	5.1
Average remuneration of employees 2021 to 2020	2.6

[1] The net profit of Francotyp-Postalia Holding AG amounted to EUR -2.1 million in 2022 and EUR 26.7 million in 2023.

The information on the remuneration of the members of the Management Board is based on the remuneration granted and owed.

Lars Wittan stepped down from the Supervisory Board in the 2023 financial year. Johannes Boot is a new member of the Supervisory Board.

Berlin, 30 April 2024

Friedrich G. Conzen

CEO

Ralf Spielberger

Member of the Management Board

Johannes Boot
Chairman of the
Supervisory Board

Klaus Röhrig
Member of
the Supervisory Board

Dr Alexander Granderath
Member of the
Supervisory Board