

**Unofficial translation from the German language –
only the German language version is legally binding**

**Proposed appropriation of profit jointly by the Management Board and the
Supervisory Board**

The annual net profit for the 2019 financial year in the amount of

168.233.424,34 Euro

is used as follows:

Dividend payment of 18 cents for each of the dividend-entitled no-par value shares (309,000,000 no-par value shares issued as of the 31 December, 2019 less the own shares held directly by the company on the day of the adoption of resolution) in the proportionate value to the share capital of 1.00 euros.

The remaining amount shall be carried forward to a new account.

Vienna, 15 April 2020

For the Supervisory Board:

For the Management Board:

Walter Rothensteiner signed personally

Andresa Branstetter signed personally

Chairman of the Supervisory Board

Chairman of the Management Board