

2025

INVITATION

TO THE ANNUAL GENERAL MEETING

2 0 2 5

SURTECO

Overview with disclosures pursuant to § 125 Stock Corporation Act (Aktiengesetz, AktG) in conjunction with Table 3 of the Implementation Regulation (Durchführungsverordnung) (EU) 2018 / 1212

A. Content of the notification

1. Unique identifier of the event: 51e41b5b1bedef11b53e-00505696f23c
2. Type of message: Convening of the Annual General Meeting

B. Disclosures of the issuer

1. ISIN: DE0005176903
2. Name of the issuer: SURTECO GROUP SE

C. Disclosures on the Annual General Meeting

1. Date of the Annual General Meeting: 11 June 2025
2. Start: 10:00 (CET) (equivalent to 8:00 UTC)
3. Type of Annual General Meeting: ordinary Annual General Meeting
4. Place of the Annual General Meeting: Haus der Bayerischen Wirtschaft,
Max-Joseph-Straße 5, 80333 München, Germany
5. Recording date: 20 May 2025
6. Uniform Resource Locator (URL): <https://ir.surteco.com/hv>

Agenda at a glance:

1. Submission of the audited annual financial statements and the approved consolidated financial statements, the management reports for SURTECO GROUP SE and the Group, in each case for the business year 2024, including the explanatory report on the disclosures pursuant to § 289a, § 315a of the German Commercial Code (Handels-gesetzbuch, HGB), the proposal for appropriation of the net profit and the report by the Supervisory Board
2. Resolution on appropriation of net profit
3. Resolution on the discharge of the Management Board for the business year 2024
4. Resolution on the discharge of the Supervisory Board for the business year 2024
5. Election to the Supervisory Board
6. Resolution on the approval of the compensation report for the business year 2024
7. Resolution on the compensation for Members of the Supervisory Board
8. Resolution about the appointment of the auditor of the annual financial statements and the consolidated financial statements

INVITATION TO THE ORDINARY ANNUAL GENERAL MEETING 2025

SURTECO GROUP SE Buttenwiesen

ISIN: DE0005176903

WKN: 517690

We invite our shareholders¹ to the ordinary Annual General Meeting to be held at

Haus der Bayerischen Wirtschaft
Max-Joseph-Straße 5
80333 Munich
Germany

on Wednesday, 11 June 2025, at 10:00
[entry: from 9:00].

I. AGENDA

1.....

Submission of the audited annual financial statements and the approved consolidated financial statements, the management reports for SURTECO GROUP SE and the Group, in each case for the business year 2024, including the explanatory report on the disclosures pursuant to § 289a, § 315a of the German Commercial Code (Handelsgesetzbuch, HGB), the proposal for appropriation of the net profit and the report by the Supervisory Board

No resolution is anticipated for Agenda Item 1, since the Supervisory Board has already confirmed the annual financial statements and approved the consolidated financial statements. No resolution is therefore necessary in respect of Agenda Item 1 under statutory requirements.

2.....

Resolution on appropriation of net profit

The Management Board and the Supervisory Board propose that the net profit for the business year 2024 amounting to 17,085,816.49 euros (€) be appropriated as follows:

- Payment of a dividend of € 4,651,719.30. This amounts to a dividend of € 0.30 per no-par-value share for the 15,505,731 shares issued corresponding to a nominal participation in the capital stock of € 1.00 for each no-par-value share.

- Transfer of € 12,434,097.19 to retained earnings.

The dividend is payable on 16 June 2025.

¹Gender-specific forms of address are not used in this invitation for purposes of better readability. All references to people, such as "shareholders", "employees", etc. apply equally to all gender identities.

3.....

Resolution on the discharge of the Management Board for the business year 2024

The Management Board and the Supervisory Board propose that the actions of the Members of the Management Board listed below be approved and that they should be discharged for their actions in the business year 2024:

3.1 Herrn Wolfgang Moyses

3.2 Herrn Andreas Pötz

It is intended to allow the Annual General Meeting to take a decision on the discharge of the aforementioned Members of the Management Board by individual voting.

4.....

Resolution on the discharge of the Supervisory Board for the business year 2024

The Management Board and the Supervisory Board propose that the Members of the Supervisory Board designated below should be discharged for their actions in the business year 2024:

4.1 Herrn Andreas Engelhardt

4.2 Herrn Tim Fiedler

4.3 Herrn Tobias Pott

4.4 Herrn Jens Krazeisen

4.5 Herrn Jochen Müller

4.6 Herrn Dirk Mühlenkamp

4.7 Herrn Jan Oberbeck

4.8 Herrn Thomas Stockhausen

4.9 Herrn Jörg Wissemann

It is intended to allow the Annual General Meeting to take a decision on the discharge of Members of the Supervisory Board by individual voting.

5.....

Election to the Supervisory Board

The periods of office of Mr. Tim Fiedler and Mr. Jochen Müller as Members of the Supervisory Board of SURTECO GROUP SE finish at the end of the Annual General Meeting on 11 June 2025.

5.1 The Supervisory Board proposes that Mr. Tim Fiedler, economist, Düsseldorf, should be re-elected to the Supervisory Board.

The election will be for a period of office that extends until the actions of the Supervisory Board are approved and the Member of the Supervisory Board is discharged for the fourth business year after the commencement of his period of office. The business year in which the period of office commences is not included in this calculation.

Mr. Fiedler has the following additional memberships of other supervisory boards to be formed under statutory regulations and comparable governance bodies of business enterprises in Germany and abroad:

- Member of the Board of Trustees of the Gustav und Catharina Schürfeld Foundation, Lachendorf
- Member of the Advisory Board of Drewsen Spezialpapier GmbH & Co. KG, Lachendorf
- Member of the Advisory Board of nevisQ GmbH, Aachen
- Member of the Supervisory Board of Geiger Notes AG, Mainz-Kastel
- Member of the Supervisory Board of CMPC Europe GmbH & Co. KG, Hamburg
- Member of the Advisory Board of MCG Management GmbH, Hamburg
- Member of the Supervisory Board of Northern Design Power SL, Madrid

Mr. Fiedler is independent pursuant to section C7 of the German Corporate Governance Code. Mr. Fiedler is Managing Partner of G. Schürfeld + Co. (GmbH & Co.) KG,

Hamburg, which is a shareholder in SURTECO GROUP SE. Otherwise, there is no personal and/or business relationship between Mr. Fiedler and the companies of the SURTECO Group, the governance bodies of SURTECO GROUP SE and a shareholder with a controlling interest in SURTECO GROUP SE.

The curriculum vitae of Mr. Fiedler is included as **Annex 1** of this Agenda.

5.2 The Supervisory Board proposes that Mr. Jochen Müller, engineer, Neunkirchen-Seelscheid, should be re-elected to the Supervisory Board.

The election will be for a period of office that extends until the actions of the Supervisory Board are approved and the Member of the Supervisory Board is discharged for the fourth business year after the commencement of his period of office. The business year in which the period of office commences is not included in this calculation.

Mr. Müller has no further memberships of other supervisory boards to be formed under statutory regulations or comparable governance bodies of business enterprises in Germany and abroad.

Mr. Müller is independent pursuant to section C.7 of the German Corporate Governance Code. There is no personal and/or business relationship between him and the companies of the SURTECO Group, the governance bodies of SURTECO GROUP SE and shareholders with material shareholdings in SURTECO GROUP SE.

The curriculum vitae of Mr. Müller is included as **Annex 2** of this Agenda.

6.....

Resolution on the approval of the compensation report for the business year 2024 prepared and audited pursuant to § 162 Stock Corporation Act (Aktiengesetz, AktG)

The Management Board and Supervisory Board propose that the Compensation Report for the business year 2024 prepared and audited pursuant to § 162 Stock Corporation Act (Aktiengesetz, AktG) be approved.

This report is available on our Internet Portal at www.surteco.com under the menu item Investor Relations – Corporate Governance. The compensation report will also be accessible there during the Annual General Meeting.

7.....

Resolution on the compensation for Members of the Supervisory Board

Pursuant to § 113 Section (3) Stock Corporation Act (Aktiengesetz), the Annual General Meeting of publicly listed companies shall pass a resolution on the approval of the compensation for members of the Supervisory Board at least every four years. The Annual General Meeting of SURTECO GROUP SE last published a resolution relating to this matter on 23 June 2021, which means that passing a new resolution is required in accordance with the established regular schedule. The Supervisory Board has reviewed the currently valid regulations defined in Article 12 of the Articles of Association of SURTECO GROUP SE and the system for the compensation of the Members of the Supervisory Board approved by resolution of the Annual General Meeting on 23 June 2021. The Supervisory Board shared its findings and conclusions with the Management Board, since pursuant to § 124 Section (3) Sentence 1 Stock Corporation Act (Aktiengesetz), the Management Board and the Supervisory Board are under an obligation to submit a proposal for a resolution to the Annual General Meeting. The review did not reveal any need for structural changes. Rather, the current system has proven to be effective. The system

complies with market standards and legal requirements. It also takes into account the requirements of German and international corporate governance, in particular those of the German Corporate Governance Code. The Supervisory Board and the Management Board therefore propose to confirm the system adopted in the resolution passed by the Annual General Meeting on 23 June 2021 and the resulting regulation relating to the compensation of Members of the Supervisory Board in Article 12 of the Articles of Association of SURTECO GROUP SE.

The currently valid Articles of Association are available on our Internet Portal at www.surteco.com under the menu item Investor Relations – Corporate Governance. The articles will also be accessible there during the Annual General Meeting. The compensation system for the Members of the Supervisory Board approved by the Annual General Meeting on 23 June 2021 is explained again below:

“System for compensation of Members of the Supervisory Board

In addition to reimbursement of their expenses, each Member of the Supervisory Board will be paid a fixed remuneration of € 25,000 each year. This amount is doubled for the chairman, while each of the substitute representatives will be entitled to receive one and half times this amount. Variable compensation will not be paid. The Supervisory Board will allocate a supplementary remuneration of maximum € 40,000 each year to be paid to the Members of the Audit Committee on the basis of a corresponding proposal submitted by the Audit Committee in each case in accordance with the amount of work actually performed at their reasonable discretion. This compensation must not exceed the upper limit of € 40,000. Any sales tax incurred will be reimbursed by the Company, to the extent that the Members of the Supervisory Board are entitled to invoice the sales tax separately to the Company and to exercise this entitlement.

The Company may take out a Directors & Officers insurance policy (D&O insurance) in favour of the Members of the Supervisory Board.”

8.....

Resolution about the appointment of the auditor of the annual financial statements and the consolidated financial statements

Based on the recommendation of the Audit Committee, the Supervisory Board hereby submits a proposal that audit firm Baker Tilly GmbH & Co. KG Wirtschaftsprüfungsgesellschaft, Düsseldorf, branch office Nuremberg, should be appointed as the auditor for the annual financial statements and as the auditor for the consolidated financial statements of SURTECO GROUP SE for the business year 2025, provisionally as the auditor for sustainability reporting for the business year 2025 and as the auditor for any audit review that may be required for the inter-im financial reports for the business year 2025, and for any audit review that may be required for the interim financial reports for the business year 2026, which are produced prior to the ordinary Annual General Meeting in 2026.

In its recommendation, the Audit Committee of the Supervisory Board stated that the recommendation is free from undue influence from third parties and that the committee was not subject to any clause of the type defined in Article 16 Section (6) of the EU Regulation for audit of public-interest entities (Regulation (EU) no. 537/2014 of the European Parliament and of the Council dated 16 April 2014 on specific requirements regarding statutory audit of public-interest entities and repealing of the Commission Decision 2005/909/EC).

II. FURTHER INFORMATION ON CONVENING

1.....

Total number of shares and voting rights on the date of convening the Annual General Meeting

On the date of convening the Annual General Meeting, the capital stock of the Company amounts to nominally € 15,505,731.00. It is divided into 15,505,731 no-par-value shares corresponding to a nominal participation in the capital stock of € 1.00 for each no-par-value share. All no-par-value shares are ordinary shares. Each ordinary share is granted one vote at the Annual General Meeting. On the date of convening the Annual General Meeting, there is therefore a total of 15,505,731 votes.

2.....

Participation and exercise of the voting right

Shareholders shall only be entitled to participate in the Annual General Meeting and exercise their voting right pursuant to § 15 of the Articles of Association if they have registered in text form in the German or English language at the following address at the latest before midnight on 4 June 2025:

SURTECO GROUP SE
c/o Computershare Operations Center
80249 Munich
Germany
Email: anmeldestelle@computershare.de

Pursuant to § 67c Stock Corporation Act (AktG), the registration for the Annual General meeting, the casting of votes (also by authorized proxies), the granting of authorized power of attorney and issuing of instructions to voting proxy representatives appointed by the Company and the granting of power of attorney to third parties can also be transferred to the Company through

intermediaries pursuant to SRD II in conjunction with the Implementation Regulation (Durchführungsverordnung) (EU 2018/1212) in the ISO 20022 format (e.g. by means of SWIFT). Authorization by means of the SWIFT Relationship Management Application (RMA) is required for registration through SWIFT.

The shareholders must provide verification of their authorization to participate in the Annual General Meeting and to exercise their voting right. For this purpose, a written verification pursuant to § 67c Section (3) Stock Corporation Act (Aktiengesetz, AktG) in the German or English language relating to the share ownership issued by the most recent intermediary must have been submitted in text form before midnight on 4 June 2025. The verification must relate to the close of business of 20 May 2025 (record date).

As far as the Company is concerned, only persons who have provided verification of ownership of the shareholding are entitled to participate in the Annual General Meeting and exercise the voting right as a shareholder. The authorization to participate or the scope of the voting right is based solely on the ownership of the shareholding on the record date of the verification. The record date is not associated with any vesting period for the disposal of the shareholding. Even if the shareholding is disposed of entirely or in part after the record date, the shareholding ownership of the shareholder on the record date is the sole point of reference for the participation in the Annual General Meeting and the scope of the voting right. Disposals of shares after the record date therefore exert no effects on the authorization for participation and on the scope of the voting right. The same principle applies to acquisitions and additional purchases of shares after the record date. Persons who do not own any shares on the record date and only purchase shares after that date are only entitled to participate in the Annual General Meeting

and exercise voting rights, if they have been granted a power of attorney by the seller or have been authorized to exercise such rights.

The necessary registration and the verification of the relevant shareholding are generally carried out by the custodian institution. After receipt of the registration and the verification of their share ownership by the Company, the shareholders are sent entry tickets. In order to ensure timely receipt of the entry tickets, we ask shareholders to approach their custodian institution as soon as possible.

3..... Proxy voting

3.1 Granting power of attorney to a third party

The shareholder can also exercise his/her voting rights by appointing a proxy of his or her choice. The form sent with the entry ticket can be used to grant power of attorney to a proxy. The appointment should be received as soon as possible by the custodian bank, in order to ensure that the entry ticket is received in good time. The grant of the power of attorney to the proxy, its revocation and verification of the power of attorney with respect to the Company must be provided in text form or can be provided electronically by way of the SURTECO Investor Portal at <https://ir.surteco.com/hv>. You will find access data on your entry ticket. The submission, amendment or revocation of the power of attorney on the Investor Portal is possible until 24.00 (midnight) on 10 June 2025.

In addition to the SURTECO Investor Portal, the shareholders can send a power of attorney of this nature and revocation of the said power of attorney to the following postal address and email address:

SURTECO GROUP SE
c/o Computershare Operations Center
80249 Munich
Germany
Email: anmeldestelle@computershare.de

If a bank (intermediary), a shareholders' association or another of the institutions or persons deemed to be equivalent in § 135 Section (8) or Section (10) Stock Corporation Act (Aktiengesetz, AktG) is to be granted a power of attorney, there is no requirement for the text form pursuant to the law. However, we draw attention to the fact that in these cases the institutions or persons to be granted authorization may request a special form of power of attorney, because they have to record the power of attorney verifiably pursuant to § 135 Section (1) Sentence 2 Stock Corporation Act (Aktiengesetz, AktG). Therefore, if you want a bank, a shareholders' association or another of the institutions or persons deemed to be equivalent in § 135 Section (8) or Section (10) Stock Corporation Act (Aktiengesetz, AktG) to be granted authorization, you should agree a suitable form of power of attorney with these institutions or persons.

3.2 Granting of power of attorney to voting proxy representatives nominated by the Company

We also offer our shareholders the possibility of authorizing voting proxy representatives nominated by the Company to represent shareholders in casting votes at the Annual General Meeting. The form sent with the entry ticket can be used for this purpose. The voting proxy representatives must be granted a power of attorney and given instructions on exercising the voting right. The voting proxy representatives are bound to vote in accordance with the instructions received. The grant of the power of attorney to the proxy, its revocation and the verification of the power of attorney with respect to the Company must be provided in text form. The shareholders can send a power of attorney of this nature to the following postal address and email address:

SURTECO GROUP SE
c/o Computershare Operations Center
80249 Munich
Germany
Email: anmeldestelle@computershare.de

Powers of attorney and instructions sent by post or email to the voting proxy representatives must have arrived at

the latest until 24.00 (midnight) on 9 June 2025 at the address given above. We request your understanding that powers of attorney and instructions to the voting proxy representatives arriving later cannot be taken into account.

Power of attorney can also be granted and instructions issued to the voting proxy representatives nominated by the Company using the SURTECO Investor Portal at <https://ir.surteco.com/hv>. You will find access data on your entry ticket. The submission, amendment or revocation of the power of attorney and instructions to the voting proxy representatives appointed by the Company is possible until 24.00 (midnight) on 10 June 2025.

Power of attorney can be granted and instructions given to voting proxy representatives of the Company in person at the venue on the day of the Annual General Meeting up to the commencement of voting.

4.....

Procedure for submission of a vote by postal vote

You can also exercise your voting right in writing or by means of electronic communication (postal vote), without participating in the Annual General Meeting.

In this case, the prerequisites outlined above must also be fulfilled for participation in the virtual Annual General Meeting and the exercise of the voting right.

The submission, amendment or revocation of electronic postal votes can be carried out through the SURTECO Investor Portal at <https://ir.surteco.com/hv> until 24.00 (midnight) on 10 June 2025. You will find access data to the Investor Portal on your entry ticket.

The postal vote can also be carried out in written or text form. The form sent with the registration confirmation can be used for this purpose. In both cases (written or text form), the votes submitted by postal vote must be received at the following address before 24:00 (midnight)

on 9 June 2025. We ask for your understanding that any postal votes received later than this time cannot be taken into account, insofar as they are not submitted by way of the SURTECO Investor Portal.

SURTECO GROUP SE

c/o Computershare Operations Center

80249 Munich

Germany

Email: anmeldestelle@computershare.de

5.....

Further information on the exercise of voting rights and voting

If voting rights are exercised in a timely manner in several ways (letter, email, electronically via the Investor Portal or by postal vote pursuant to § 67c Section (1) and Section (2) Sentence 3 Stock Corporation Act (Aktiengesetz, AktG) in conjunction with Article 2 Section (1) and Section (3) and Article 9 Section (4) of the Implementation Regulation (Durchführungsverordnung) [(EU) 2018/1212]) or if power of attorney is granted and as necessary instructions are issued, these shall be taken into account in the following order irrespective of the date and time they were received: 1. electronically via the Investor Portal, 2. pursuant to § 67c Section (1) and Section (2) Sentence 3 Stock Corporation Act (Aktiengesetz, AktG) in conjunction with Article 2 Section (1) and Section (3) and Article 9 Section (4) of the Implementation Regulation (Durchführungsverordnung) [(EU) 2018/1212], 3. by email and 4. by letter.

If declarations with more than one form of exercising voting rights are received via the same means of communication, the following shall apply: postal votes take priority over the granting of power of attorney and as appropriate issuing instructions to the voting proxy representatives of the Company.

The most recently received, timely revocation of a declaration is definitive.

If an individual vote is taken on an Agenda Item instead of a collective vote, the postal vote or instruction given for this item on the Agenda shall apply accordingly to each item of the individual vote.

No resolution proposal is submitted under Agenda Item 1 and therefore no voting is planned. The planned votes on Agenda Items 2 to 5 and 7 and 8 are binding, while the votes on Agenda Item 6 is a recommendation. For all the votes taken, the shareholders can vote "Yes" (approval) or "No" (rejection) or they can decide not to cast their vote (abstention).

6.....

Supplementary motions to the Agenda at the request of a minority in accordance with Articles 53 and 56 of the SE Directive, § 50 Section (2) of the SE Implementation Act (SE-Ausführungsgesetz, SEAG) and § 122 Section (2) Stock Corporation Act (Aktiengesetz, AktG)

Shareholders whose shares together make up at least 5 % of the capital stock or the proportionate amount of € 500,000.00 of the capital stock corresponding to 500,000 no-par-value shares can request pursuant to Articles 53, 56 SE Directive in conjunction with § 50 Section (2) SE Implementation Act (SE-Ausführungsgesetz, SEAG) and § 122 Section (2) Stock Corporation Act (Aktiengesetz, AktG) that items are placed on the Agenda and announced. The requested Agenda Items (as necessary in the form of one or several resolution items) must be formulated such that the Management Board can announce these pursuant to the requirements of § 124 Stock Corporation Act (Aktiengesetz, AktG). A verification that the shareholder acquired and held the shares for a period of at least 90 days prior to the motion (§ 122 Stock Corporation Act (Aktiengesetz, AktG)) is not necessary because the SE Directive as a higher instance of law does not contain a requirement of this nature.

Supplementary motions together with a justification or proposals for a resolution must be received in writing by the Company at the latest by the end of 11 May 2025 (midnight) at

SURTECO GROUP SE
Management Board
Johan-Viktor-Bausch-Straße 2
86647 Bittenwiesen
Germany.

If the supplementary motions have been received punctually and are subject to a mandatory requirement for announcement, they are immediately announced in the Official Gazette of the Federal Republic of Germany (Bundesanzeiger) after receipt of the request and disseminated throughout Europe, made accessible on the Internet site of the Company (hereinafter Sub-section 10) and communicated to the shareholders together with the notification convening the Annual General Meeting pursuant to § 125 Section (1) Sentence 3 Stock Corporation Act (Aktiengesetz, AktG). Any statements on administration are also announced in the same way.

7.....

Motions and election proposals by shareholders pursuant to Article 53 SE Directive and § 126 Section (1), § 127 Stock Corporation Act (Aktiengesetz, AktG)

Counter-motions by shareholders against a proposal by the Management Board and/or the Supervisory Board relating to a particular Agenda Item and proposals by shareholders on the election of Members of the Supervisory Board or auditors of the financial statements must be directed to the following address:

SURTECO GROUP SE
Johan-Viktor-Bausch-Straße 2
86647 Bittenwiesen
Germany
Email: HV@surteco.com

Pursuant to the statutory requirements, corresponding counter-motions and proposals for election which reach the above-mentioned address within the statutory deadline period, i.e. at the latest by 24:00 (midnight) on 27 May 2025, are immediately published following receipt of the request on the Internet site of the Company (below Sub-section 10) including the name of the shareholder and any justification. Any statements on administration are announced in the same way. Counter-motions and proposals for election, and such submissions received by the Company after the time specified in Sentence 1, addressed in any other way will not be taken into account.

If several shareholders submit counter-motions on the same subject of resolution, the Management Board can merge the counter-motions and their justifications.

8.....

Right to information of the shareholder pursuant to Article 53 of the SE Regulation and § 131 Section (1) Stock Corporation Act (Aktiengesetz, AktG)

Pursuant to Article 53 of the SE Regulation and § 131 Section (1) Stock Corporation Act (Aktiengesetz, AktG), any shareholder is entitled to request information from the Management Board about the affairs of the Company at the Annual General Meeting and to be given such information, provided that the said information is necessary for a proper and objective assessment of the particular Agenda item. The obligation of the Management Board to provide information also extends to the Company's legal and business relationships with an affiliated company and to the situation of the Group and the companies included in the consolidated financial statements (see § 131 Section (1) Sentence 2 and Sentence 4 Stock Corporation Act (Aktiengesetz, AktG)).

Under certain circumstances defined in § 131 Section (3) Stock Corporation Act (Aktiengesetz, AktG), the Management Board may refuse to provide information. According to § 17 Section (3) of the Articles of Association, the Chair of the Annual General Meeting is further

authorized to limit the time allocated for the shareholders' right to speak and ask questions as appropriate. The Chair of the Annual General Meeting should bear in mind that the Annual General Meeting should be conducted and concluded within an appropriate and reasonable timeframe. Further explanations on shareholder rights can be found on the company Internet site (see below, Agenda item 10).

9.....

Supplementary explanations

This invitation, further information and explanations on shareholders' rights are provided on the Internet page of the Company (below Sub-section 10).

10.....

Internet site of the Company that provides access to information pursuant to Article 53 SE Directive in conjunction with § 124a Stock Corporation Act (Aktiengesetz, AktG)

This convening of the Annual General Meeting, the documents to be made accessible and the motions by shareholders and other information is also available on the Internet site of the Company at <https://ir.surteco.com/hy>. The voting results recorded by the Chair of the Annual General Meeting including information pursuant to § 130 Section (2) Sentence 2 Stock Corporation Act (Aktiengesetz, AktG) shall be published on this Internet page within the statutory period.

11.....

Audiovisual broadcast of the entire Annual General Meeting

All shareholders of the Company who have registered for the Annual General Meeting can follow the entire Annual General Meeting being held on 11 June 2025 from 10:00 through the Investor Portal at <https://ir.surteco.com/hv> You will find the access data on your entry ticket. You should note that when using the Investor Portal for the Annual General Meeting, you are unable to issue any instructions or cast any postal votes for any votes on any procedural motions, counter-motions, election proposals and any other motions, provided these have not been made accessible or announced in advance of the Annual General Meeting in accordance with the statutory provisions, or are only put forward at the Annual General Meeting itself. Likewise, no requests to speak or ask questions, no motions and no objections to resolutions of the Annual General Meeting can be accepted through the Internet service for the Annual General Meeting.

Buttenwiesen, April 2025

The Management Board

Annex 1 to Agenda item 5.1

Curriculum Vitae Tim Fiedler

Name	Tim Fiedler
Born	1967
Nationality	German
Marital status	Separated, 2 Children
Graduation	Studied economics at University Bonn
Residence	Düsseldorf



Professional career

2014 - now	Managing Partner of G. Schürfeld + Co. (GmbH & Co.) KG, Hamburg
2016 - 2019	CEO of All4 Labels Group GmbH, Hamburg
1996 - 2016	Managing Partner of X-label Group GmbH, Solingen (merged into All4 Labels Group GmbH)
2002 - 2006	Management Board of Schleipen & Erkens AG, Jülich
1990 - 1995	Studied economics at University Bonn

Memberships in Management Boards, Supervisory Boards and Advisory Boards

2024 - now	Member of Supervisory Board of Northern Design Power SL, Madrid
2023 - now	Member of the Advisory Board of MCG Management GmbH, Hamburg
2022 - now	Member of the Supervisory Board of CMPC Europe GmbH & Co. KG, Hamburg
2021 - now	Member of the Supervisory Board of Geiger Notes AG, Mainz-Kastel
2020 - now	Member of the Advisory Board of nevisQ GmbH, Aachen
2015 - now	Member of the Advisory Board of Drewsen Spezialpapier GmbH & Co. KG, Lachendorf
2014 - now	Member of the Curatorium of Gustav und Catharina Schürfeld-Stiftung, Lachendorf

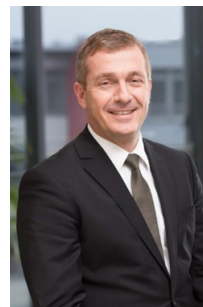
Languages	English - Business fluent
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Core skills	Strategic and operative corporate management, Finance & Controlling, Human Resources, Procurement
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Annex 2 to Agenda item 5.2

Curriculum Vitae Jochen Müller

Name	Jochen Müller
Born	1961
Nationality	German
Marital status	Married, 1 Child
Graduation	Engineer
Residence	Neunkirchen-Seelscheid



Professional career

2003 - 2020	Lufthansa Service Holding AG, Neu-Isenburg. Chief Operating Officer Region EMEA (2003 – 2005), Member of the Management Board (2005 – 2009), Member of the Management and Chief Operating Officer (2009 - 2020).
1996 - 2003	GKN Walterscheid GmbH, Lohmar. Head of production and assembly (1996 – 1998), Operations Director (1999 – 2000), Managing Director Driveline Systems Division (2000 – 2003).
1995 - 1996	Brose S.A., Barcelona. Head of assembly.
1990 - 1994	Fraunhofer-Institute for Manufacturing Engineering and Automation IPA, Stuttgart. Scientific Assistant. Project manager in consulting projects for factory planning and process optimization.
1982 - 1990	University Stuttgart, Mechanical engineering. Exam as a graduate engineer. Diploma thesis at the Institute for Industrial Manufacturing and Factory operation, Stuttgart.

Memberships in Management Boards, Supervisory Boards and Advisory Boards

2014 - 06/2024	Member of the Supervisory Board of AS Création Tapeten AG, Gummersbach (Chairman 06/2018 – 05/2021, deputy Chairman 06/2021 – 06/2024)
2020 - 07/2022	Member of the Supervisory Board of WKW Aktiengesellschaft, Velbert

Languages	English - Business fluent Spanish - Basic knowledge
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Privacy Notice

[Duty to inform in accordance with Articles 13 and 14 GDPR]

In order to conduct the Annual General Meeting, SURTECO GROUP SE processes the following categories of your personal data: contact data (e.g. name or address), information about your shares (e.g. number of shares) and administrative data (e.g. admission card number). The basis for processing personal data for the Annual General Meeting is Article 6 Section (1) (c) General Data Protection Regulation (GDPR). In accordance with this, processing personal data is lawful when processing is required to comply with a legal obligation. SURTECO GROUP SE is legally obliged to conduct the shareholders' Annual General Meeting. Processing of the above categories of personal data is necessary to comply with this duty. You may not register to attend the Annual General Meeting without disclosing your personal data.

SURTECO GROUP SE is responsible for processing these data. The controller's contact details are as follows:

SURTECO GROUP SE
Johan-Viktor-Bausch-Str. 2
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Germany
Phone +49 (0) 8274 9988 0
Email: info@surteco-group.com

The SURTECO GROUP SE data protection officer can be contacted at:

SURTECO GROUP SE
Datenschutzbeauftragter
Johan-Viktor-Bausch-Str. 2
86647 Bittenwiesen
Germany
Phone +49 (0) 8274 / 99 88 0
Email: datenschutz@surteco-group.com

As a matter of principle your personal data shall not be disclosed to third parties. By way of exception, third parties commissioned by SURTECO GROUP SE to provide services related to holding the Annual General Meeting will have access to these data. These are typical service providers for Annual General Meetings (such as agencies, solicitors or auditors providing services for Annual General Meetings). The service providers receive personal data only to the extent required to provide their service. Data are also passed on if there are statutory obligations to forward data.

The aforementioned data shall be erased two years from the conclusion of the Annual General Meeting unless further processing of the data is required in individual cases to process submissions, resolutions or legal proceedings related to the Annual General Meeting.

You are entitled to request information free of charge about your personal data that have been stored. In addition, you have the right to rectification of incorrect data, the right to demand restriction of the processing of data processed beyond a minimum, and the right to erasure of personal data which have been unlawfully processed or stored for too long (provided that no conflicting duty of retention and no other grounds in accordance with Article 17 Section (3) GDPR exist). Furthermore, you have the right to have all the data, which you have disclosed to us, transmitted in standard file format (right to data portability). Moreover, you have the right to lodge a grievance with a data protection regulatory authority.

The competent data authority is:

Bayerisches Landesamt für Datenschutzaufsicht
Promenade 27 (Schloss), 91522 Ansbach, Germany
Phone: +49 (0) 981/53-1300, Fax: +49 (0) 981/53-5300
poststelle@lda.bayern.de ; <http://www.lda.bayern.de>



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