REMUNERATION REPORT OF PALFINGER AG FOR THE FISCAL YEAR 2023

I. ECONOMIC DEVELOPMENT AND SIGNIFICANT EVENTS IN THE FISCAL YEAR - FOREWORD BY THE CHAIR OF THE SUPERVISORY BOARD

PALFINGER started the year 2023 with an excellent order situation, thus ensuring optimum capacity utilization in production in the first half of the year. Together with the price increases that took effect and the ongoing reduction of inventories, PALFINGER generated the highest revenue and EBIT in its company history to date.

At the same time, the economic outlook deteriorated worldwide, especially in the eurozone. The multiple crises since 2020 have already led to significantly higher inflation in 2022. The subsequent interest rate hikes by central banks, above all the Fed in the US and the ECB, had a massive impact on the construction and industrial sectors. Industrial value creation fell significantly worldwide. This development was most noticeable on the German market. Weak growth at the start of the year was followed by a recession in Germany and Austria in the second half of 2023.

In this situation, the global positioning of the PALFINGER organization proved to be an essential strength. Contrary to the general trend, the construction industry grew significantly in Italy, Spain and Portugal, for example, an advantage that PALFINGER was able to actively exploit. In North America, where the US economy in particular proved to be much more robust, PALFINGER successfully continued its organic growth course.

This was reflected by the opening of the new regional headquarters in Schaumburg, Illinois, USA. Located in the immediate vicinity of the business metropolis of Chicago and excellently connected to international transportation routes, PALFINGER combines product presentations, service and training opportunities at the highest level.

In EMEA, PALFINGER focused on the development of sustainable structures. The majority of access platform production was concentrated in Löbau, Saxony, Germany. Thanks to the use of high-quality components and the consistent electrification and digitalization of the product line, access platforms have the potential to become a central pillar of PALFINGER's portfolio.

PALFINGER started the construction of a new site in Nis, Serbia, in order to secure the advantages of a favorable location with good employee availability and to strategically develop the production network. Furthermore, this site is conveniently located on the axis between our production sites in Bulgaria and the painting facility in Slovenia.

In Lengau, work on the PALFINGER Campus and PALFINGER World was completed. This means that an organization-wide training and further education center is now available to all employees. The interactive PALFINGER World, in turn, makes products and solutions tangible for customers, partners and visitors and offers an insight into PALFINGER's manufacturing expertise.

In anticipation of an economically challenging year 2024, the Executive Board focused on optimizing structures and increasing efficiency within the organization in the past fiscal year. The focus is on the topics of "complexity" and "supply chain". The aim is to realize potential savings of EUR 30.0 million in purchasing costs in 2024. The further expansion of strategic partnerships, particularly in the NAM region, is essential. Inventory optimization continues unabated with the aim of reducing inventories by at least a further EUR 50.0 million in the new fiscal year.

Against the background of the weak global economy and the measures described above, PALFINGER achieved record revenue of EUR 2.45 billion in 2023 (2022: EUR 2.23 billion). At EUR 210.2 million, the operating result (EBIT) was significantly better than in

2022 (EUR 150.4 million). At 8.6 percent the EBIT margin was significantly higher than the comparable figure for the same period of the previous year (6.8 percent). The consolidated net result amounted to EUR 107.7 million (2022: EUR 71.4 million).

2024 will be a challenging year. PALFINGER is well prepared for this and is continuing its policy of sustainable structures, a focus on research and development and employee development. In the coming months, the main focus will be on further significantly increasing the organization's resilience. The focus will be on optimizing working capital, stringent CapEx management and increasing the efficiency of structures while maintaining the focus on implementing Strategy 2030.

On this basis, the Executive Board is sticking to the medium-term financial targets for 2027 with sales of EUR 3 billion, an ROCE of 12 percent and an EBIT margin of 10 percent.

In the opinion of the Remuneration Committee of PALFINGER AG's Supervisory Board, the remuneration of the members of the Executive Board for the year 2023 is designed to reward the performance of these executives in line with the market and to retain them and ensure a successful future for the company.

Hubert Palfinger, Chair of the Supervisory Board

II. BASIC PRINCIPLES OF THE REMUNERATION POLICY FOR THE EXECUTIVE BOARD AND THE SUPERVISORY BOARD

II.1. THE REMUNERATION POLICY

PALFINGER AG's remuneration policy formulates the principles utilized in setting the remuneration of the Executive Board and the Supervisory Board of PALFINGER AG. The remuneration system implements the statutory provisions of the Austrian Stock Corporation Act (Secs. 78 et seq. of the Stock Corporation Act - AktG) and the recommendations of the Austrian Corporate Governance Code (ÖCGK). The remuneration policy pursues the overall goal of fostering sustainable, long-term corporate development.

PALFINGER AG's first remuneration policy was approved at the Annual General Meeting held on August 5, 2020 with the consent of 87.16 percent of the 79.58 percent share capital present, i.e. 69.36 percent of the total share capital. This remuneration policy was the basis for the remuneration of the Executive Board, in particular the Long-Term Incentive Program (LTI) 2018-2022 and the STI, up to and including 2022.

An amended remuneration policy was submitted to the Annual General Meeting on March 30, 2023 for approval. It was approved by 81.34 percent of the 73.88 percent of the share capital present, i.e. 60.10 percent of the total share capital.

The current remuneration policy is openly available on the company website (www.palfinger.ag/de/investoren/corporate-governance).

II.2. EXECUTIVE BOARD

The monetary remuneration of the Executive Board has several different components. In addition to fixed remuneration (base salary), there is a short-term variable performance bonus (Short-Term Incentive; STI) and a long-term variable performance bonus (Long-Term Incentive; LTI).

a. Base salary

The base salary is an annual fixed amount, which is paid out in 14 equal installments. The base salary includes payment for all overtime, trips, and travel time. The base salary also covers the assumption of governing body functions in the Group. The base salary is a competitive fixed amount, which covers general assumption of the Executive Board mandate and the related overall responsibility of the individual Executive Board members and provides an incentive for Executive Board members to always act for the benefit of the company and take the interests of shareholders, employees, and the public into account.

b. Short-Term Incentive (STI) until 2022

The STI is based on the company's success in the recently ended fiscal year and depends on the Group's EBT as a financial target amount and on non-financial criteria. The weighting between the financial criterion and the non-financial criteria for the STI is in a ratio of 2:1. At the start of the fiscal year, the Remuneration Committee of the Supervisory Board sets a target value and a lower limit for the financial performance criterion for the current fiscal year as the evaluation period, which applies uniformly to all Executive Board members. If the target value is reached or exceeded, a target achievement level of 100 percent applies. The target achievement levels in the in-between areas are distributed along a straight line (linear interpolation). Thus, the STI is limited to 100 percent of the bonus for reaching the target value (both with respect to the financial component and overall). The claim to a bonus, which results from meeting the financial performance criterion, is supplemented by the discretionary component, which is not restricted to financial criteria. Discretionary performance is evaluated based on the collective performance of the entire Executive Board as well as the individual performance of the particular Executive Board member. With respect to individual performance, incentives can be set for the specific range of duties and departments of the individual Executive Board members, and sustainable, non-financial performance criteria can also be included in variable remuneration.

c. Short-Term Incentive (STI) from 2023

In the remuneration policy of 2023, the non-financial, discretionary performance criterion was removed from the STI. The previous financial target EBT, with a weighting of 66.67 percent, and the discretionary component, with a weighting of 33.33 percent, were replaced by the EBIT margin with a weighting of 70 percent, the structural cost ratio and sales, each with a weighting of 15 percent. At the beginning of the fiscal year, the Remuneration Committee of the Supervisory Board sets a target value, a lower limit and an upper limit for the performance criteria relating to the current fiscal year as the evaluation period, which apply uniformly to all members of the Executive Board. The target values for the performance criteria are based on the values of the annual budget approved by the company's Supervisory Board for the fiscal year for which the target value is set. If the lower limit is not reached, the target achievement level is 0 percent. The STI can therefore be completely omitted. If the target value is reached, a target achievement level of 100 percent is applied. If the upper limit is reached or exceeded, the target achievement level is 125 percent. The STI is therefore limited to 125 percent of the target incentive value (cap). In the range between the lower limit and the target value and between the target value and the upper limit, the target achievement levels are distributed in a straight line (linear interpolation).

d. Long-Term Incentive (LTI) 2018-2022

The LTI is performance-based remuneration over a period of several years, which is aimed at providing a long-term incentive. In general, the LTI contract period is five years but can be longer or shorter. The LTI is granted based on target achievement as of the end of the LTI contract period. A financial performance criterion is used exclusively, i.e. Group ROCE. At the start of the LTI contract period, the Remuneration Committee of the Supervisory Board sets an LTI target value as well as upper and lower limits for the LTI financial performance criterion for each individual year of the evaluation period. In general, the evaluation period covers the entire LTI contract period, but it can be a shorter period within the LTI contract period. The LTI follows a savings model [Ansparmodell]. Therefore, an individual target achievement determination is made for each year of the evaluation period. A target achievement level is estimated for each year of the evaluation period, in which the target value is reached or exceeded. If the ROCE in the respective fiscal year is below the lower limit, the target achievement level is 0 percent. If the target value is reached, a target achievement level of 100 percent applies. If the target value is exceeded, a target achievement level of up to 200 percent is applied until the upper limit is reached. The target achievement levels in the in-between areas are distributed along a straight line (linear interpolation). The average of the target achievement levels for the individual years of the evaluation period is determined at the close of the last year of the LTI contract period. The LTI is paid out to Executive Board members in proportion to this average target achievement level. The target achievement level determined in this manner is capped at 100 percent. There is no overall lower limit. The prerequisite for payment of the LTI is Executive Board membership during a reasonable minimum period of years within the LTI contract period. This is a strong incentive for the long-term loyalty and stability of the Executive Board. The retention effect is further increased by savings over several years.

The 2018-2022 LTI program expired in 2022. The LTI amounts from the 2018-2022 LTI program were paid out in 2023.

e. Long-Term Incentive (LTI) 2023

Following the expiry of the 2018-2022 LTI program, a new LTI program was drafted and set out in the 2023 remuneration policy. In the LTI, the performance criterion of Group ROCE, which was weighted at 100 percent in the 2020 remuneration policy, was supplemented with a sustainability target with a weighting of 20-30 percent. Furthermore, the LTI payout amount is dependent on a share price-based factor. The LTI payout amount is now limited by a cap of 150 percent of the target value. In contrast to the savings model that was defined in the 2018-2020 LTI program, the long-term variable bonus of the 2023 LTI program is based on a tranche model that provides for rolling annual tranches. Due to the staggered terms, an LTI tranche matures annually over the cycle.

II.3. SUPERVISORY BOARD

The Supervisory Board's remuneration consists of base remuneration for Supervisory Board activities and additional remuneration for Committee membership and an attendance fee for participation in Supervisory Board and Committee meetings.

Due to their more extensive range of duties and greater responsibility, the Chair of the Supervisory Board, the Vice-Chair of the Supervisory Board, the Committee Chairs, certain Committee members, and the financial expert can be granted higher base remuneration than regular Supervisory Board members.

In the Annual General Meeting on April 7, 2021, remuneration of the Supervisory Board for fiscal year 2021 and the following years was revised as follows.

The following basic remuneration is as follows:

- EUR 60,000 for the Chair of the Supervisory Board
- EUR 30,000 for the Vice-Chair
- EUR 18,000 for each member of the Supervisory Board
- EUR 20,000 for the Chair of a permanently established committee (with the exception of the Nomination Committee and the Remuneration Committee) for each mandate
- EUR 2,500 for each committee member per committee mandate

To the extent that members of the Supervisory Board or a committee have not been members of that governing body for the entire fiscal year, the remuneration shall be calculated pro rata (on a monthly basis).

The per-meeting attendance fee for attending meetings is as follows:

- EUR 3,000 (for physical participation in the meeting) or EUR 1,000 (for remote participation in the meeting – by telephone or by Internet or video conferencing) for Supervisory Board meetings
- EUR 1,500 (for physical participation in the meeting) or EUR 500 (for remote participation in the meeting – by telephone or by Internet or video conferencing) for committee meetings

Should members of the Supervisory Board - outside of meetings - travel or perform representative functions on behalf of the Company in exercising their Supervisory Board function, a daily rate of EUR 1,750 was set for these special activities. These activities shall be invoiced on a pro rata basis in half days.

The amounts mentioned above for the attendance fee, basic remuneration and the daily rate for special activities shall be value indexed commencing with the fiscal year 2022 (base figure January 2021) in accordance with the 2020 consumer price index published by Statistik Austria (and, if this is not disclosed, in accordance with any applicable index published after that). The basic remuneration and the attendance fee shall be adjusted for the relevant fiscal year based on the monthly index figure published for January of the fiscal year by Statistik Austria and the base figure for January 2021 or the latest index figure that affected value adjustment.

For the year 2022, remuneration for the Supervisory Board was paid on this basis in 2023.

III. PRESENTATION OF OVERALL REMUNERATION

III.1. EXECUTIVE BOARD

(Values in EUR thousand, unless stated otherwise)	Andreas Klauser		Martin Zehnder		Felix Strohbichler		Alexander Susanek
	2022	2023	2022	2023	2022	2023	2023 (2022: n.a.)
Fixed remuneration							
Base salary[1]	668	724	498	579	498	550	279
Remuneration in kind[2]	43	45	24	23	22	23	19
Subtotal	**711**	**769**	**522**	**602**	**520**	**573**	**298**
Variable remuneration							
Annual bonus (STI)[3]	413	629	354	0	354	536	243
Special annual bonus[4]	200	0	0	0	0	0	0
Performance-based Long-Term Incentive (LTI)[5]	1,203	1,680	821	0	1,107	1,335	714
Subtotal	**1,816**	**2,309**	**1,175**	**0**	**1,461**	**1,871**	**957**
Other remuneration							
One-off settlement	0	0	0	1,578	0	0	0
Total	**2,527**	**3,078**	**1,697**	**2,180**	**1,981**	**2,444**	**1,255**
Payment of previous year's bonus	470	413	424	354	351	354	0
LTI payout	0	5,543	0	3,936	0	4,472	0
Relative proportion of fixed components (in %)	28	25	31	28	26	23	24
Relative proportion of variable components (in %)	72	75	69	72	74	77	76
Total 2022/2023				**6,205/8,957**			

[1] **Base salary:** The base salary is indexed to the CPI.

[2] **Remuneration in kind:** The non-cash benefits shown relate to the company cars of the members of the Executive Board. These are made available to each member of the Executive Board irrespective of performance and can also be used privately. The values shown are based on a calculation which combines the leasing installments, the fully comprehensive motor vehicle insurance and the running costs for an underlying mileage to form a total cost rate. Furthermore, the costs of accident insurance (2022/2023: EUR 300) are included in the remuneration in kind of the Executive Board members. Martin Zehnder's remuneration in kind also includes the cost of a supplementary health insurance policy (2022/2023: EUR 2 thousand), which is based on a commitment made in 2008.

[3] **Annual bonus (STI):** the target values for the **financial performance criterion** of the STI in 2023 are derived from the 2023 budget and are as follows:

(Values in EUR million, unless stated otherwise)	Lower limit (0%)	Target (100%)	Upper limit (125%)	Actual	Target achievement level (Cap: 125%)
EBIT margin (weighting 70%)	5.9%	7.9%	8,9%	8.29%	117.25%
Structural cost ratio (weighting 15%)	27%	29%	32%	28.90%	101.25%
Revenue (weighting 15%)	2,136.05	2,513	2,764.30	2,445.9	82.20%
Weighted target achievement level					**109.59%**

According to the 2023 financial statements, the EBIT margin is 8.6 percent and the structural cost ratio is 28.9 percent. Turnover is reported at EUR 2,445.9 million. Linear interpolation between the target values and the upper and lower limits results in the degrees of target achievement shown in the table above. The overall target achievement of 109.59 percent is calculated by weighting the degrees of target achievement accordingly.

Taking into account the overall target achievement level and the target value bonuses, the payout amounts are as follows.

(Values in EUR thousand, unless stated otherwise)	Target bonus	Target achievement	STI 2023
Andreas Klauser	574	109.59%	630
Martin Zehnder	489	109.59%	537
Felix Strohbichler	222	109.59%	244

The annual STI target bonus is value-adjusted in line with the CPI. The STI amounts will be paid out in 2024.

4) **Special annual bonus**: Mr. Klauser was offered a stay bonus of EUR 200,000 in December 2021, in the event that he is available to extend his CEO contract for a further five years. In May 2022, Mr. Klauser expressed his willingness to do so and in June 2022, the Supervisory Board appointed Mr. Klauser as CEO on the Executive Board for a further five years.

5) **Long-Term Incentive (LTI):**

LTI program 2018-2022

The LTI contract period ran from 2018 to 2022. The following LTI targets were set (for 2018, 2019, 2020, 2021 and 2022):

	Lower limit	Target	Upper limit
ROCE	6.65%	9.15%	11.65%
Target achievement level	0%	100%	200%

This resulted in the following target achievement levels for the members of the Executive Board for the years of the LTI contract period:

	2018	2019	2020	2021	2022
ROCE	8.50%	9.86%	6.86%	11.2%	9.38%
Target achievement level	74%	128.40%	66.67%1)	182.0%	109.2%

1) partly as a special bonus

The target amount of the total payout under the LTI 2020 was set at five times the annual remuneration for each individual Executive Board member. “Annual remuneration” was defined as the annual fixed salary plus bonus (STI - Short Time Incentive), but excluding other remuneration components (e.g. company car or other remuneration in kind), where the average of the years 2020 to 2022 was to be used. The local gross annual remuneration was used for the calculation based on the individual employment contracts. For the purposes of the calculation, a notional target achievement of 100 percent of the bonus (STI - Short Time Incentive) was assumed. At the end of fiscal year 2022, the LTI contract period ended. The overall fulfilment of the LTI was calculated on the basis of the averages of the target achievements in the years 2018 to 2022. The overall fulfilment was capped at 100 percent. Mathematically, this resulted in an overall degree of fulfilment of 112 percent, which means that the cap of 100 percent was applied.

For the purposes of this presentation for the years 2020 and 2021, IFRS provision logic was applied. The provision was based on the assumption of an average target achievement level of 100 percent (at the end of the LTI contract period). This was because over-achievement was possible in individual years (achievement level of up to 200 percent of target), and under-achievement (such as in 2018 and 2020) could thus be compensated for in subsequent years. The allocation of the provision was based on a forecast calculation relating to the increase in basic remuneration and non-wage costs. The forecast has been made more precise in the year 2022 based on actual values.

(Values in EUR thousand)	**Cumulative LTI allocation (2018 to 2020)**	**Cumulative LTI allocation (2018 to 2021)**	**LTI payout amount (paid out in 2023)**
Andreas Klauser	3,557	4,301	5,543
Martin Zehnder	2,559	3,087	3,936
Felix Strohbichler	2,739	3,333	4,472

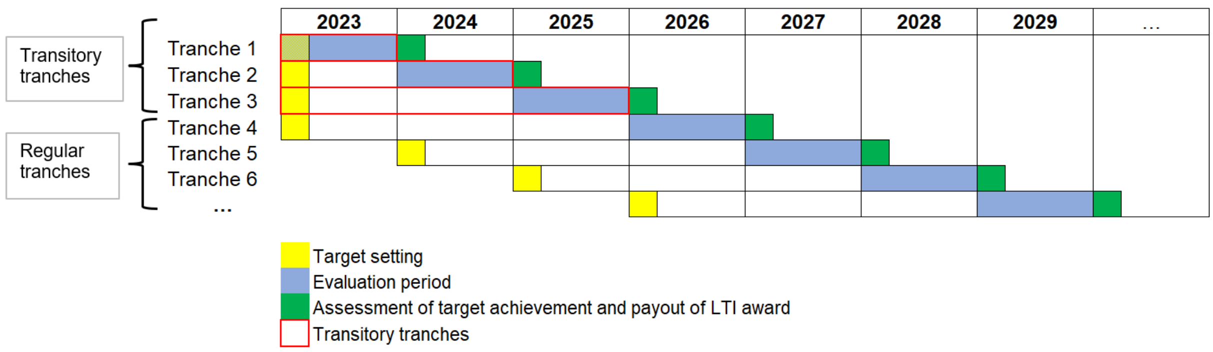
The accumulated allocation and the payout sum for Andreas Klauser took into account an agreement according to which, in view of his appointment to the Executive Board during the year, he was entitled to a pro rata amount of 7/12 of the LTI for the 2018 fiscal year in the first year of the LTI agreement period (starting June 1, 2018).

The accumulated allocation and the payout sum for Martin Zehnder took into account an agreement that he did not receive a quota-based LTI for 2018 because Martin Zehnder (who has been a member of the Executive Board since 2008) had received a payout for 2018 from a previous program. Consequently, there is no allocation for 2018.

The LTI amounts from the 2018-2022 LTI program were paid out in 2023.

LTI 2023

As part of the commencement of the 2023 LTI program, the Remuneration Committee provided for and agreed with the members of the Executive Board on a transitory arrangement for the years 2023 to 2026, which provides for three transitory tranches. These first three LTI tranches have terms of one (1st tranche), two (2nd tranche) and three (3rd tranche) years. All further (regular) LTI tranches have a term of four years.



In 2023, the payout amount was therefore determined on the basis of the target achievement of the first LTI tranche.

Financial target: The financial target for tranche 1 of the LTI 2023 (with target assessment period 2023) was defined as follows in accordance with the medium-term plan 2023-2027

LTI 2023	Lower limit	Target	Upper limit
ROCE	7,2%	10,2%	11,7%
Target achievement level	0%	100%	150%

The weighting was set at 80 percent.

ROCE for the 2023 fiscal year is reported at 11.54 percent, resulting in a target achievement level of 144.67 percent using linear interpolation between the target value (100 percent) and the upper limit (150 percent).

Non-financial target: At PALFINGER, the definition of ESG targets is part of a longer-term project that will run until the end of Q1 2024. Consequently, it was not yet possible to set the sustainability target for 2023 on this basis. The ESG targets will be included in the LTI for the first time in 2024. The Remuneration Committee assessed target achievement for 2023 on the basis of the three sustainability pillars (ESG).

- Environment (E): Fewer emissions for positive impact — positive influence on the value chain
- Social (S): Safe & healthy at all levels — qualified & diverse employees
- Governance (G): Committed to our values — focus on governance & transparency

In-line with these priorities, the Executive Board has set numerous significant initiatives in 2023 and made measurable progress, e.g:

- (E): Implementation of an energy efficiency analysis at high-consumption locations in EMEA and derivation of further savings potential, continuous expansion of PV systems, reduction of absolute energy consumption, reduction of energy intensity, improvement of CO2 intensity
- (S): Roll-out of PALFINGER's global occupational health and safety standards at all production sites, implementation of global health and safety initiatives focusing on the prevention of hand injuries and musculoskeletal disorders, implementation of information events on diversity in EMEA, NAM and LATAM, significant reduction in reported accidents involving PALFINGER products
- (G): Implementation of focus training for Sales & Controlling on sanctions compliance, further development of processes to prevent sanctions violations, implementation of awareness training on IT security and data protection, no incidents of corruption identified in the reporting year, increase in the organization's resilience through measures by the "Gas Emergency Readiness" and "Supply & Ops. Resilience"

In view of this track record in conjunction with the company's development in 2023, the achievement of non-financial component was determined with 100 percent. The weighting was set at 20 percent.

Share-price-based factor: The share-price-based factor for tranche 1 is calculated as the change in the (a.) average daily official closing price of the PALFINGER share on the Vienna Stock Exchange in 2023 compared to the (b.) average daily official closing price of the PALFINGER share on the Vienna Stock Exchange in 2022. The value determined in this way is 1.060.

Total LTI target achievement: The total target achievement for LTI tranche 1 is calculated as follows:

$$(\underbrace{144.67 \text{ x } 0.8}_{\text{Financial performance criterion}} + \underbrace{90 \text{ x } 0.2}_{\text{Non-financial performance criterion}}) \text{ x } \underbrace{1.06}_{\text{Share-price-based factor}} = \mathbf{141.76\%} \text{ total target achievement for LTI tranche 1 (2023)}$$

The LTI amounts for tranche 1 are calculated on the basis of the target value bonus and overall target achievement.

(Values in EUR thousand, unless otherwise stated)	Target bonus	Target achievement	LTI 2023
Andreas Klauser	1,185	141.76%	1680
Felix Strohbichler	941	141.76%	1355
Alexander Susanek	503	141.76%	714

The LTI target bonus is value-adjusted via the reference values. The LTI amounts will be paid out in 2024.

Insurance
The Executive Board members have health, accident, and retirement insurance under the Austrian social security system. The social security contributions are divided between the Executive Board members and the company in accordance with the applicable statutory key, and the company pays its statutory contribution to an employee pension fund.

In addition to the insurance policies reported under remuneration in kind, the members of PALFINGER AG’s Executive Board are also covered by a Group-wide "Directors & Officers" (D&O) insurance policy taken out for a group of executives and managers.

Termination of contract and severance pay
The requirements set out in C Rule 27a of the Austrian Corporate Governance Code (ÖCGK) in the event of a premature termination of the contract have been taken into account.

If an Executive Board member is removed by the Supervisory Board early in accordance with Sec. 75 of the Stock Corporation Act and there is no ground for dismissal under Sec. 27 of the Austrian Salaried Employee Act (AngG), the company can dissolve the employment contract in compliance with a termination notice period. The termination notice period shall be 24 months (unless the employment contract expires sooner). In this case, the member of the Executive Board shall also be entitled to terminate the contract. Notice periods ranging between 6 and 24 months must be observed.

Former members of the Executive Board
Manfred Kreibich (member of the Executive Board from 1988 to 1997) received a company pension of EUR 15 thousand in 2023 (2022: EUR 15 thousand). This is based on a pension commitment from 1997.

III.2. SUPERVISORY BOARD

2022[1)] (Values in EUR thousand)	Hubert Palfinger	Hannes Palfinger	Gerhard Rauch	Hannes Bogner	Isabel Diaz Rohr	Ellyn Shenglin Cai	Sita Mazumder
Basic remuneration (incl. committees)	92	45	39	44	24	0	18
Attendance fee (incl. committees)	34	34	22	23	21	0	40
Total remuneration	126	79	61	67	45	0	58
Total				**436**			

2023[2)] (Values in EUR thousand)	Hubert Palfinger[3)]	Hannes Palfinger[4)]	Gerhard Rauch[5)]	Hannes Bogner[6)]	Isabel Diaz Rohr	Sita Mazumder[7)]
Basic remuneration (incl. committees)	37	50	44	50	33	44
Attendance fee (incl. committees)	79	43	37	35	38	19
Total remuneration	116	93	81	85	71	63
Total				**510**		

[1)] Remuneration for fiscal year 2022 was paid in 2023.

[2] Remuneration for fiscal year 2023 was paid in 2024.

[3] Hubert Palfinger is Chair of the Supervisory Board, Chair of the Project Committee, Chair of the Remuneration Committee and Chair of the Nomination Committee.

[4] Hannes Palfinger is 2nd Vice-Chair of the Supervisory Board.

[5] Gerhard Rauch is 1st Vice-Chair of the Supervisory Board.

[6] Hannes Bogner is Chair of the Audit Committee.

[7] Sita Mazumder is Chair of the Digital Committee.

Insurance

The members of PALFINGER AG's Supervisory Board are also covered by a Group-wide "Directors & Officers" (D&O) insurance policy taken out for a group of executives and managers.

Former members of the Supervisory Board

Alexander Exner (member of the Supervisory Board from 1996 to 2010) receives a company pension of EUR 71 thousand (2022: EUR 66 thousand) per year. This is based on a pension commitment from 1997.

IV. INFORMATION ON SHARE-BASED REMUNERATION

No share-based remuneration is applied.

V. OTHER INFORMATION AND NOTES

The annual change in total remuneration, the company's economic performance and the average remuneration of the company's other employees are as follows:

Annual change in %	2020 to 2019		2021 to 2020		2022 to 2021		2023 to 2022	
Remuneration of the Executive Board[1]	**with LTI**	**without LTI**	**with LTI**	**without LTI**	**with LTI**	**without LTI**	**with LTI**	**without LTI**
Andreas Klauser	-7,5%	-15,3%	5,06%	45,70%	20,45%	-2,29%	21,81%	5,59%
Martin Zehnder	-7,9%	-15,6 %	-5,82%	25,36%	14,90%	-7,69%	28,46%	-31,28%
Felix Strohbichler	-8,3%	-16,6%	-3,63%	24,96%	40,00%	6,46%	23,35%	26,88%
Alexander Susanek	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Total	**-7,9%**	**-15,8%**	**-0,89%**	**33,32%**	**24,29%**	**-1,63%**	**44,35%**	**18,75%**
Company success[2]								
EBT		-36,1%		54,60%		-6.91%		29,69%
EBIT								39,76%
ROCE		-30,4%		76,80%		-16,1%		23,03%
Average remuneration full-time equivalent[3]								
Employees of the PALFINGER Group, worldwide		-11,9%		18,2%		5,78%		8,75%
Employees of the PALFINGER Group, in Austria (taking into account the short-time work allowance)		16,2% (-7,5%)		29,85% (17,55%)		-0,99% (-)		12,35% (-)

[1] LTI 2018-2022: The actual LTI payout amount was determined at the end of the LTI contract period. This presentation of the LTI is based on the assumption of an average target achievement level of 100 percent at the end of the LTI contractual period. Fluctuations in the LTI target achievement level during individual years were smoothed out in this method of presentation. Alternatively, applying the actual LTI allocation, with annual over-achievements and under-achievements, would have led to the presentation of disproportionate fluctuations, which may not have materialized at the end of the LTI contract period because of the overall cap of 100 percent. In order to ensure a better comparison and to adjust the presentation for the smoothing effect of the LTI component, the change without inclusion of the LTI is also shown as an alternative.

LTI 2023: In accordance with the rolling LTI tranches and the transitory arrangement, an LTI is taken into account here each year in line with the target achievement for the respective tranche.

[2] For the purposes of this remuneration report, economic performance is reported on the basis of Group EBT (Earnings Before Tax), the Group EBIT (Earnings Before Interest and Tax) and Group ROCE (Return on Capital Employed). These are also the financial indicators that apply in the context of the variable components of Executive Board remuneration (i.e. STI and LTI) (until 2022: EBT, from 2023: EBIT).

[3] The average remuneration relates to full-time employees in the PALFINGER Group worldwide (2019/2020/2021/2022/2023: approx. 10,800/10,800/11,100/11,800/12,300 people) and in Austria (2019/2020/2021/2022/2023: approx. 1,900/2,000/2,100/2,400/2,600 people), each without Executive Board. This is based on an average number of employees over the annual period. Short-time work (especially in Austria) had an affect in 2020, in the form of a subsidy paid to the company to reduce personnel expenses and in turn the average values used as a basis; although, the wages and salaries paid to employees were higher. For comparison purposes, the figure adjusted for short-time work allowance is also presented separately in 2021. From 2022, this presentation method is no longer applicable.

Bergheim, March 6, 2024

For the Supervisory Board

[signed]

Hubert Palfinger
Chair of the Supervisory Board

The Executive Board

[signed]	*[signed]*	*[signed]*	*[signed]*
Andreas Klauser Chairman of the Executive Board	Maria Koller Chief Human Resources and Legal Officer	Dr. Felix Strohbichler Chief Financial Officer	Dr. Alexander Susanek Chief Development and Production Officer