

STEICO SE

Feldkirchen

-WKN A0LR93-

ISIN DE000A0LR936

Unique identifier of the event: ST5062025oHV

Invitation to the Annual General Meeting

We hereby invite our shareholders to the Annual General Meeting, which will be held

on **20 June 2025, at 09:00 a.m.** (CEST)
(Admission from 08:30 a.m. (CEST))

in the business premises of the company

Otto-Lilienthal-Ring 30
85622 Feldkirchen

Disclaimer: This document is a courtesy translation of the German original document. The translation has been prepared with utmost care. However, only the German original document is binding.

Agenda

1 Presentation of the adopted annual financial statements of STEICO SE and the approved consolidated Group financial statements as of 31 December 2024, together with the management report of STEICO SE and the Group management report as well as the report of the Administrative Board, each for the 2024 financial year.

2 Resolution on the appropriation of net retained profits for the 2024 financial year.

The Administrative Board proposes that the distributable profit of EUR 139,720,602.27 for the past financial year 2024 be used to distribute a dividend of EUR 0.20 per dividend-bearing share, corresponding to a total amount of EUR 2,816,693.00, and that the remaining amount of EUR 136,903,909.27 be carried forward to new account.

The dividend is payable on the third business day following the resolution of the Annual General Meeting.

3 Resolution on the discharge of the Administrative Board of STEICO SE for the 2024 financial year.

The Administrative Board proposes that discharge be granted to the members of the Administrative Board of STEICO SE in office in the 2024 financial year for their activities in this financial year.

4 Election of the auditor and the Group auditor for the 2025 financial year.

The Administrative Board proposes that Deloitte GmbH Wirtschaftsprüfungsgesellschaft, Munich, be elected as auditor and Group auditor for the 2025 financial year.

5 By-elections to the Administrative Board.

The members of the Administrative Board elected by the Annual General Meeting on 23 June 2023, Mr Udo Schramek and Mrs Katarzyna Schramek, resigned from office with effect from the end of 28 February 2025.

By resolution of the Munich Local Court dated 14 February 2025, Prof. Dr. h.c. Heinrich Köster and Dr Alexander Thomas were appointed as members of the Administrative Board until the appointment of new members of the Administrative Board at the 2025 Annual General Meeting as successors to Mr Udo Schramek and Mrs Katarzyna Schramek. Prof. Dr h.c. Heinrich Köster and Dr Alexander Thomas are therefore now to be elected as members of the Administrative Board by the Annual General Meeting.

In accordance with Article 43 (2) of Regulation (EC) No. 2157/2001, Sections 23, 24 SEAG in conjunction with Section 8 (1) of STEICO SE's Articles of Association, the Administrative Board of STEICO SE is made up of four members who are elected by the Annual General Meeting. Schramek GmbH does not have the right to appoint a member of the Administrative Board in accordance with Section 8 (2) of the Articles of Association, as Schramek GmbH no longer holds more than 25% of the company's share capital.

In accordance with Section 8 (5) of the Articles of Association, a member of the Administrative Board who is elected to replace a member of the Administrative Board who has left office prematurely is elected for the remainder of the term of office of the member of the Administrative Board who has left office. As the term of office of Mr Udo Schramek and Ms Katarzyna Schramek would have ended at the end of the Annual General Meeting that resolves on the discharge for the 2026 financial year, the term of office of Prof. Dr h.c. Heinrich Köster and Dr Alexander Köster should also end at this time.

The Administrative Board proposes the following members to be elected by the Annual General Meeting

- a) Prof. Dr h.c. Heinrich Köster, resident in Stephanskirchen, President of Rosenheim University of Applied Sciences, and
- b) Dr Alexander Thomas, resident in Pullach, lawyer, partner at Osborne Clarke Rechtsanwälte Steuerberater Partnerschaft mit beschränkter Berufshaftung

with effect from the end of the Annual General Meeting on 20 June 2025 for the period until the end of the Annual General Meeting that resolves on the discharge for the 2026 financial year, by way of individual election to the Administrative Board.

Addresses for registration, sending the proof of shareholding and any counter motions or election proposals

We provide the following address for registration and sending the proof of shareholding:

STEICO SE
c/o Link Market Services GmbH
Landshuter Allee 10
80637 Munich
Fax: +49 (0) 89 889 690 633
E-mail: anmeldung@linkmarketservices.eu

The following address is available for any counterproposals or election proposals:

STEICO SE

Otto-Lilienthal-Ring 30
85622 Feldkirchen
E-mail: a.frauer@steico.com

Voluntary information on attending the Annual General Meeting and exercising voting rights

According to Art. 9 Para. 1 c) ii) Regulation (EC) No. 2157/2001 in conjunction with Art. 54 Para. 2 Regulation (EC) No. 2157/2001 in conjunction with Section 121 Para. 3 AktG, § Section 121 (3) AktG, unlisted companies are only obliged to state the name and registered office of the company, the time and place of the Annual General Meeting and the agenda as well as the above-mentioned addresses in the convening notice.

The following information is provided voluntarily to make it easier for shareholders to participate in the Annual General Meeting.

Shareholders are entitled to attend the meeting and exercise their voting rights if they register in good time and provide evidence of their authorisation. The proof must refer to **30 May 2025 (00:00 CEST)**; in material terms, this key date corresponds to the requirement in Section 123 para. 4 sentence 2 AktG, the wording of which has been amended in the relevant place by the Future Financing Act, according to which the proof must refer to the close of business on the 22nd day before the Annual General Meeting.

The registration and proof of shareholding must be received by the company at the above address by **13 June 2025 (24:00 CEST)**.

Shareholders can find further details in the company's Articles of Association, which are available on the company's website.

Information according to Art. 9 para. 1 c) ii) Regulation (EC) No. 2157/2001 in conjunction with Art. 54 para. 2 Regulation (EC) No. 2157/2001. Art. 54 para. 2 Regulation (EC) No. 2157/2001 in conjunction with § Section 125 para. 1 sentence 4 AktG

Voting rights may be exercised by an authorised representative, e.g. an intermediary, a proxy advisor or a shareholders' association.

Data protection information for shareholders and shareholder representatives

As the controller within the meaning of Art. 4 No. 7 of the General Data Protection Regulation („GDPR“), STEICO SE

processes personal data (surname and first name, address, e-mail address, number of shares, class of shares, type of ownership of the shares and number of the admission ticket; if applicable, surname, first name and address of the shareholder representative nominated by the respective shareholder) on the basis of the data protection regulations applicable in Germany in order to enable shareholders and shareholder representatives to exercise their rights at the Annual General Meeting. STEICO SE is represented by its Managing Directors Aiveen Kearney, Georg Faller, Thorsten Leicht and Tobias Schindler.

You can reach STEICO SE under the following contact options:

STEICO SE

Otto-Lilienthal-Ring 30
85622 Feldkirchen
E-mail: datenschutz@steico.com

If this personal data was not provided by the shareholders when registering for the Annual General Meeting, the respective custodian bank will transmit the personal data to STEICO SE.

The personal data of shareholders and shareholder representatives is processed exclusively for the purpose of organising their participation in the Annual General Meeting and only to the extent absolutely necessary to achieve this purpose. The legal basis for the processing is Art. 6 (1) (c) GDPR. STEICO SE stores this personal data for a period of ten years starting at the end of the year in which the Annual General Meeting took place.

The service providers of STEICO SE, which are commissioned for the purpose of organising the Annual General Meeting, only receive such personal data from STEICO SE as is necessary for the execution of the commissioned service and process the data exclusively in accordance with the instructions of STEICO SE.

With regard to the processing of personal data, shareholders and shareholder representatives can request information from STEICO SE about their personal data pursuant to Art. 15 GDPR, rectification of their personal data pursuant to Art. 16 GDPR, erasure of their personal data pursuant to Art. 17 GDPR, restriction of the processing of their personal data pursuant to Art. 18 GDPR and transfer of certain personal data to them or to a third party designated by them (right to data portability) pursuant to Art. 20 GDPR. Shareholders and shareholder representatives can assert these rights against STEICO SE free of charge using one of the following contact options:

STEICO SE

Otto-Lilienthal-Ring 30
85622 Feldkirchen
E-mail: datenschutz@steico.com

In addition, shareholders and shareholder representatives have the right to lodge a complaint with the data protection supervisory authority of either the (federal) state in which they have their domicile or permanent residence or the federal state of Bavaria in which STEICO SE has its registered office.

You can reach our company data protection officer at:

STEICO SE

Otto-Lilienthal-Ring 30
85622 Feldkirchen
E-mail: datenschutz@steico.com

Feldkirchen, May 2025

The Administrative Board

Minimum information pursuant to section 125 para. 1 German Stock Corporation Act (AktG) in connection with section 125 para. 5 AktG, article 4 para. 1 and table 3 blocks A to C of the annex to Implementing Regulation (EU) 2018/1212

Type of Information	Description
A. Specification of the message	
1. Unique identifier of the event	ST5062025oHV
2. Type of message	Meeting notice of a general meeting [format pursuant to Implementing Regulation (EU) 2018/1212: NEWM]
B. Specification of the issuer	
1. ISIN	DE000A0LR936
2. Name of issuer	STEICO SE
C. Specification of the meeting	
1. Date of the general meeting	20.06.2025 [format pursuant to Implementing Regulation (EU) 2018/1212: 20250620]
2. Time of the general meeting	09:00 hours (CEST) [format pursuant to Implementing Regulation (EU) 2018/1212: 07:00 UTC]
3. Type of the general meeting	Ordinary annual general meeting [format pursuant to Implementing Regulation (EU) 2018/1212: GMET]
4. Location of the general meeting	STEICO SE, Otto-Lilienthal-Ring 30, 85622 Feldkirchen, Germany
5. Record Date	30.05.2025, 00:00 hours. (CEST) [format pursuant to Implementing Regulation (EU) 2018/1212: 20250529]
6. Uniform Resource Locator (URL)	https://www.steico.com/de/aktie/hauptversammlung/