

Interim Report

Mr Otgon-Erdene Bayarsaikhan, born on 27 April 1998, has been working as an intern in our company's Finance/Administration Overseas department since 1 July 2025.

The family-owned company, founded in 1961, is a leading international manufacturer of wood-based materials with approximately 11,000 employees and 22 production sites worldwide. EGGER is a full-range supplier for furniture and interior design, structural timber construction, and wood-based flooring, making it a reliable partner for the furniture industry, the wood and flooring trade, and hardware stores.

His responsibilities include the following activities:

- Supporting the CFO of the Overseas Business Unit in all relevant operational processes (finance/controlling/legal/HR/risk management/administration)
- Project responsibility for a global tender for business outsourcing for the group sales hubs
- Project support in the creation of an automatized process that systematically tracks trademark registrations and trademark infringements and creates a clear communication flow for all stakeholders
- Conceptualization support in a project that implements company credit cards on group level
- Organization of a director change in an EGGER legal entity in China
- Independent implementation of smaller projects

Mr Bayarsaikhan always acquires excellent knowledge within a very short time. During his internship, he consistently participates with great success in internal training courses offered by the company.

He has a keen perceptiveness that enables him to grasp even very complex content perfectly within a short time. Mr Bayarsaikhan consistently shows a high degree of initiative and identifies strongly with his tasks and our company, impressing us with his exemplary enthusiasm. Throughout his internship, Mr Bayarsaikhan has demonstrated an exceptionally high level of willingness to learn. Even in situations with a considerable workload, he always proves to be highly resilient.

Mr Bayarsaikhan is highly valued for his very prudent and consistently responsible approach to his work. He is always extremely reliable and finds good solutions to all problems that arise. We fully recognise Mr Bayarsaikhan's performance during his internship in every respect.

He is highly regarded by everyone for his consistently friendly and even-tempered nature. He is always helpful and courteous. His behaviour towards superiors, trainers, colleagues and customers is exemplary and loyal without exception.

We are issuing this interim reference at the request of Mr Bayarsaikhan. Working with him has been a very pleasant experience and thank him for his consistently good performance. We consider him to be very well suited to his chosen profession and look forward to a continued successful and pleasant collaboration.

St. Johann in Tirol, 19.12.2025

Fritz EGGER GmbH & Co. OG



Martin Kollmann
Chief Financial Officer Overseas



Michael Moser
HR Manager