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Shareholders' meeting according to article 107 section 3 AktG

Zumtobel Group AG: Invitation to the 50th Annual General Meeting

Dornbirn (pta013/28.08.2026/10:00 UTC+2)

Zumtobel Group AG
Company register number 62309 g
ISIN: AT0000837307

The Management Board of Zumtobel Group AG (the "**Company**") invites the shareholders of the Company to attend the **50th Annual General Meeting** on Friday, 25 September 2026, at 10:00 am (CEST, local time in Dornbirn) at the Lichtforum Höchsterstrasse, Höchsterstrasse 8, 6850 Dornbirn, Austria.

Agenda:

1. Presentation of the approved annual financial statements as of 30 April 2026 together with the report of the Management Board and the report of the Supervisory Board on the 2025/2026 financial year, the proposal for the use of profit, as well as the consolidated financial statements and the group management report with the consolidated corporate governance report and consolidated sustainability statement as of 30 April 2026.
2. Resolution on the use of profit for the 2025/2026 financial year.
3. Resolution on the formal approval of the actions of the members of the Management Board for the 2025/2026 financial year.
4. Resolution on the formal approval of the actions of the members of the Supervisory Board for the 2025/2026 financial year.
5. Resolution on the determination of the remuneration for the members of the Supervisory Board for the 2026/2027 financial year.
6. Resolution on the remuneration report for 2025/2026.
7. Resolution on the remuneration policy for the members of the Management Board.
8. Elections to the Supervisory Board.
9. Election of the statutory auditor of the financial statements and the consolidated financial statements as well as the auditor for the consolidated sustainability reporting for the 2026/2027 financial year.

1. Documentation for the General Meeting (Section 106 no. 4 of the Austrian Stock Corporation Act)
The documents required by Section 108 (3) to (5) of the Austrian Stock Corporation Act (announcement of the General Meeting pursuant to Section 106 of the Austrian Stock Corporation Act, proposed resolutions concerning the agenda items and/or explanations related to agenda item 1 (which does not require a resolution), the annual financial statements and management report, the consolidated corporate governance report, the consolidated financial statements and group management report including the consolidated sustainability statement, the proposal for the use of profit, the report of the Supervisory Board pursuant to Section 96 of the Austrian Stock Corporation Act, the 2025/2026 remuneration report for the Management Board and Supervisory Board, the remuneration policy for the members of the Management Board, forms for the granting and cancellation of a proxy pursuant to Section 114 of the Austrian Stock Corporation Act, curricula vitae and declarations by the candidates pursuant to Section 87(2) of the Austrian Stock Corporation Act on agenda item 8) will be available no later than 21 days prior to the General Meeting, i.e. as of **4 September 2026**, for download free of charge on the Company's website as recorded in the company register under https://z.lighting/ and will also be available at the General Meeting.

2. Date of record and requirements for participation in the General Meeting (Section 106 nos. 6 and 7 of the Austrian Stock Corporation Act)
Shareholders of Zumtobel Group AG are entitled to participate in the General Meeting if they hold shares in Zumtobel Group AG on the date of record, which is the end of the tenth day prior to the General Meeting, i.e. midnight CEST (local time in Dornbirn) on **15 September 2026**. In accordance with Section 10a of the Austrian Stock Corporation Act,

the shareholding on the date of record must be confirmed in writing by a depository institution or a securities dealer that/who is headquartered in a member state of the European Economic Area or a full member state of the OECD or evidenced by the custody account confirmation issued by the custodian investment firm headquartered in a member state of the European Economic Area.

This custody account confirmation must contain the following information (Section 10a(2) of the Austrian Stock Corporation Act):
1. Information on the issuer: name/company and address or a code commonly used for transactions between financial institutions (SWIFT code);
2. Information on the shareholder: name/company, address, date of birth for natural persons, registry and registry number for legal entities;
3. Information on shares: number of shares (ISIN: AT0000837307) owned by the shareholder (internationally accepted securities identification number);
4. Depository number or other designation;
5. Date to which the custody account confirmation refers.

Custody account confirmations will be accepted in German or English. They must not be older than seven days on the date of submission and must be issued in text form. This confirmation must be received by the Company in one of the forms stated below no later than the third business day prior to the General Meeting, i.e. by midnight CEST (local time in Dornbirn) on **22 September 2026**:

By fax: +43 (0) 1 8900 500 50

or

By email: anmeldung.zumtobel@hauptversammlung.at (whereby the document(s) must be scanned and attached in text form, e.g. tif, pdf, etc.)

or

By mail or messenger service:
HV-Veranstaltungsservice GmbH in trust for Zumtobel Group AG
Köppel 60
A-8242 St. Lorenzen am Wechsel

or

By SWIFT ISO 15022:
CPTGDE5WXXX (message type MT598 or MT599; ISIN AT0000837307 must be indicated in the text)

By SWIFT ISO 20022:
ou=xxx;o=cptgde5w,o=swift
seev.003.001.10 or seev.004.001.10 (where applicable, seev.004.001.11)
(for a detailed description, see https://z.lighting/).

The custody account confirmation, which serves as proof of the shareholding, must make reference to the above-mentioned date of record (midnight CEST (local time in Dornbirn) on **15 September 2026**).

Shareholders will be automatically registered for the General Meeting when their custody account confirmation is received. The custody account confirmation process is not connected with any limitations over the disposal of shares; shareholders may also dispose freely over their shares after they have registered for the General Meeting.

3. Information on the rights of shareholders under Sections 109, 110 and 118 of the Austrian Stock Corporation Act (Section 106 no. 5 of the Austrian Stock Corporation Act)
Shareholders should note their rights to request the addition of items to the agenda pursuant to Section 109 of the Austrian Stock Corporation Act, to submit proposals for resolutions pursuant to Section 110 of the Austrian Stock Corporation Act and to request information at the General Meeting pursuant to Section 118 of the Austrian Stock Corporation Act.

Shareholders who have individually or jointly held 5% of share capital for at least three months are entitled to submit a written request for the inclusion and public announcement of specific points on the agenda for the General Meeting if these requests reach the Company by mail no later than the 21st day prior to the General Meeting, i.e. by **4 September 2026**. All such requests must be accompanied by proof of the shareholding and should be addressed to Zumtobel Group AG, Investor Relations Department, Höchsterstrasse 8, A-6850 Dornbirn, or sent by email (an electronic document in PDF format with a qualified electronic signature) to investorrelations@zumtobelgroup.com .

Every request for the addition of an item to the agenda must also include a proposal and statement of reasons. Submission of a custody account confirmation pursuant to Section 10a of the Austrian Stock Corporation Act confirming that the requesting shareholders have been holders of the shares for at least three months prior to the filing of the request and which must not be older than seven days at the time of receipt by the Company shall suffice for the purposes of proving shareholder status. Please refer to the explanations on eligibility for participation with regard to the other requirements for the custody account confirmation.

Shareholders whose individual or combined holdings equal or exceed 1% of the share capital are entitled to submit written proposals for resolution and call for publication on the Company's website of these proposals together with the name(s) of the shareholder(s) involved, a statement of reasons and any commentary by the Management Board or the Supervisory Board. All such requests must be received by the Company no later than the seventh business day prior to the General Meeting, i.e. by **16 September 2026**, together with proof of the shareholding by fax to +43 (0) 5572 509-1249 or by email to investorrelations@zumtobelgroup.com .

Additional information on these rights, especially all the methods for submitting proposed resolutions to the Company and providing the necessary proof of the shareholding, are available on the Company's website as recorded in the company register under https://z.lighting/.

Every shareholder has the right to make a motion to any point on the agenda at the General Meeting (excluding the nomination of candidates for election to the Supervisory Board, which may only be made in accordance with the requirements of Section 110 of the Austrian Stock Corporation Act), as long as it does not require prior announcement (Section 119 of the Austrian Stock Corporation Act). These motions must be accompanied by proof of eligibility to attend the General Meeting as defined in this invitation.

Pursuant to Section 118 of the Austrian Stock Corporation Act, every shareholder has the right to request information on the business affairs of the Company at the General Meeting when this information is required to correctly evaluate a point on the agenda. This right also covers the Company's legal and business relations with affiliated companies as well as the position of the corporation and the companies included in the consolidated financial statements. The information provided must comply with the principles of conscientious and accurate reporting. This information may be refused if, based on reasonable business judgement, it could create a material disadvantage for the Company or an affiliated company, or if the provision of such information is illegal. This information may also be refused if it was available without interruption on the Company's website in the form of questions and answers for at least seven days before the start of the General Meeting, i.e. at least since **18 September 2026**, and if this information remains on the Company's website for one month after the General Meeting, i.e. at least until **25 October 2026**. Questions whose answers require longer preparation should be submitted to the Company in writing and in advance to allow for efficient proceedings at the General Meeting. These questions should be sent to the Company by email to investorrelations@zumtobelgroup.com or by mail to Zumtobel Group AG, Investor Relations Department, Höchsterstrasse 8, 6850 Dornbirn, Austria.

4. Representation by proxy (Section 106 no. 8 of the Austrian Stock Corporation Act)
Every shareholder who is entitled to take part in the General Meeting may, pursuant to Section 113 (1) of the Austrian Stock Corporation Act, designate a natural person or legal entity as proxy. The proxy participates in the General Meeting on behalf of the shareholder and has the same rights as the shareholder they represent. Proxy must be granted to a specific person or legal entity in text form and, similar to the cancellation of a proxy, must be submitted on a timely basis prior to the General Meeting, either by personal delivery at the meeting venue during or before registration for the General Meeting or by submission to the Company's designated Investor Relations representative for receipt no later than **24 September 2026**, 4:00 p.m. CEST (local time in Dornbirn), by one of the following methods:

By fax: +43 (0) 1 8900 500 50

or

By email: anmeldung.zumtobel@hauptversammlung.at , whereby the proxy or cancellation must be attached to the email in text form, e.g. tif, pdf

or

By mail or messenger service:
HV-Veranstaltungsservice GmbH in trust for Zumtobel Group AG
Köppel 60
A-8242 St. Lorenzen am Wechsel

or

By SWIFT ISO 15022:
CPTGDE5WXXX (message type MT598 or MT599; ISIN AT0000837307 must be indicated in the text)

By SWIFT ISO 20022:
ou=xxx;o=cptgde5w,o=swift
seev.003.001.10 or seev.004.001.10 (where applicable, seev.004.001.11)
(for a detailed description, see https://z.lighting/).

Forms for the granting and cancellation of a proxy as well as a detailed description on how to use SWIFT as a means of transmission can be downloaded free of charge under https://z.lighting/. The use of these forms for granting or cancelling a proxy is not mandatory.

The Company itself or a member of the Management Board or Supervisory Board may only vote as a proxy if the shareholder has issued express instructions for the exercise of his or her voting rights on the individual points of the agenda.

If the shareholder has designated his or her depository institution as the proxy, the institution only needs to verify this status by issuing a statement together with the custody account confirmation.

The above requirements for the granting of a proxy apply analogously to the cancellation of a proxy.

As a special service for shareholders, Michael Knap of the interest group for investors (IVA – "Interessenverband für Anleger") will be available to serve as an independent representative for the non-discretionary exercise of voting rights at the General Meeting. Anyone interested in this service can contact him directly as follows: mobile +43 664 2138740 or email to knap.zumtobel@hauptversammlung.at . A corresponding proxy form can be found on the internet at https://z.lighting/. The voting representative will be present at the General Meeting. The costs for voting representation will be covered by Zumtobel Group AG. All other costs, in particular bank charges incurred by the shareholder for the custody account confirmation or postage costs, are to be borne by the shareholder.

Even if a proxy is designated, shareholders must also meet the requirements for participation in the General Meeting that are listed under point 2 above "Date of record and requirements for participation in the General Meeting". Anonymous participation as a nominee shareholder (shares owned by third parties) is not permitted.

5. Total number of shares and voting rights (Section 106 no. 9 of the Austrian Stock Corporation Act)
In accordance with Section 106 no. 9 of the Austrian Stock Corporation Act in conjunction with Section 120(2) no. 1 of the Austrian Stock Exchange Act 2018, the Company hereby confirms that it has issued 43,146,657 no-par value bearer shares and that each share carries the right to one vote. The figures mentioned in this paragraph were determined as of **28 August 2026** and are subject to change before the General Meeting.

In order to facilitate entrance controls, shareholders and their representatives are asked to arrive at the venue in due time before the start of the General Meeting. The Company reserves the right to determine the identity of the persons attending the General Meeting. If this identification is not possible, entrance may be denied. Participants should therefore carry official photo identification (e.g. passport or driver's license) for this purpose. Entrance for the distribution of voting cards will begin at 9:00 a.m. CEST (local time in Dornbirn).

The General Meeting is the most important governing body of a stock corporation because it is a forum for the Company's owners – its shareholders. We therefore ask for your understanding that we cannot turn the General Meeting into an event for guests, as much as we value this interest. Consequently, attendance at the General Meeting as a guest is only possible with a personal invitation and after advance consultation with the Investor Relations Department under telephone number: +43 (0) 5572 509-1125.

6. Data protection information
The preparation for and conduct of the General Meeting involves the processing by the Company of personal data on the shareholders. In particular, this data includes the following: the information contained in the custody account confirmation required by Section 10a of the Austrian Stock Corporation Act as well as other information supplied by the shareholder (name and/or company, address and code of the issuer of the custody account confirmation; name, address and date of birth of the shareholder; the depository number or other depository designation; the number and, where applicable, the nominal value of the shares held by the shareholder as well as the designation of the class or securities identification number; the date or time period referred to by the custody account confirmation; information on any proxy (proxies) designated by the shareholder; voting card number, where applicable). The Company is the controller with respect to this personal data as defined in Art. 4(7) of the General Data Protection Regulation. The shareholder is not obliged to provide personal data. However, without such data, the Company cannot verify the shareholder's eligibility to participate; participation in the General Meeting and the exercise of voting rights will therefore not be possible. The same applies to the data of a proxy representative: without such data, the authority to act as a

proxy cannot be verified and the proxy representative cannot be admitted.

The contact data for the controller is as follows: Zumtobel Group AG, Höchsterstrasse 8, 6850 Dornbirn, Austria, email: datenschutz@zumtobelgroup.com . The Company has not appointed a data protection officer.

Personal data is processed to verify the eligibility of shareholders for participation and for the conduct of the General Meeting, including the preparation of a list of participants. It is therefore required for these purposes.

The legal framework governing the processing of shareholders' personal data is provided by the Austrian Stock Corporation Act, in particular Sections 111, 113, 114, 117 and 120 of this Act, as well as the legal obligations of the Company under Art. 6(1) letter c of the General Data Protection Regulation. Shareholders' personal data is stored up to the end of the legal retention requirements.

Shareholders' personal data, which must be included in the list of participants in accordance with Section 117 of the Austrian Stock Corporation Act, is transmitted to the responsible commercial register court (Provincial Court in Feldkirch) pursuant to Section 120(4) of the Austrian Stock Corporation Act and filed in the collection of documents which is open to public inspection. The list of participants pursuant to Section 117 of the Austrian Stock Corporation Act must be made available for inspection during the General Meeting, and participants of the General Meeting may obtain knowledge of the data contained in the list of participants.

The public notary commissioned by the Company to record the minutes of the General Meeting and any other legal advisors will also have access to the personal data processed. In individual cases, data processed by the Company may be transferred to third parties (e.g. stock exchange companies, Financial Market Authority, other regulatory authorities) if there is a corresponding legal basis.

The Company has arranged for HV-Veranstaltungsservice GmbH, FN 332741 a, Köppel 60, A-8242 St. Lorenzen am Wechsel, to serve as the processor for personal data as defined in Art. 28 of the General Data Protection Regulation.

With regard to the personal data processed by the Company, shareholders have the right to access (Art. 15 of the General Data Protection Regulation), rectify (Art. 16 of the General Data Protection Regulation), erase (Art. 17 of the General Data Protection Regulation) or restrict the processing (Art. 18 of the General Data Protection Regulation) of this information as well as the right to receive this information (Art. 20 of the General Data Protection Regulation). Furthermore, shareholders have the right to lodge a complaint with a supervisory authority (Art. 77 of the General Data Protection Regulation). The responsible supervisory authority in Austria is the Austrian Data Protection Authority, Barichgasse 40-42, A-1030 Vienna.

To the extent personal data is processed to protect the legitimate interests of the controller or a third party (Art. 6 (1) letter f of the General Data Protection Regulation), the data subjects also have a right to object (Art. 21 of the General Data Protection Regulation).

Dornbirn, 28 August 2026
The Management Board

Emitter:	Zumtobel Group AG Höchster Straße 8 6850 Dornbirn Austria
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Website:	z.lighting
ISIN(s):	AT0000837307 (Share)
Stock Exchange(s):	Vienna Stock Exchange (Official Trade)

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