

Consolidated corporate governance report

Basic principles

EVN AG (EVN) is an Austrian stock corporation whose shares are traded on the Vienna Stock Exchange. Corporate governance is therefore based on Austrian law – in particular, the Stock Corporation Act and capital market laws, legal regulations governing co-determination by employees and the company by-laws, as well as the Austrian Corporate Governance Code (ACGC) and the rules of procedure for the company's corporate bodies.

In agreement with § 243c of the Austrian Commercial Code and the applicable provisions of the ACGC, the company prepares a consolidated corporate governance report each year as of 30 September which is available under www.evn.at/Corporate-Governance-Report.

Commitment to the Austrian Corporate Governance Codex

Introduction

The Executive Board and Supervisory Board of EVN are committed to the principles of good corporate governance and, in this way, meet the expectations of national and international investors for responsible, transparent and sustainable management and control. EVN is committed to comply with the ACGC in the January 2025 version (since 1 March 2025). The ACGC is available under www.corporate-governance.at.

Burgenland Holding Aktiengesellschaft is a stock corporation under Austrian law, which is listed on the Vienna Stock Exchange and included in EVN's scope of consolidation. The corporate governance report prepared and published by this company is available under www.buho.at/corporate-governance-bericht.

The ACGC rules are divided into three categories¹⁾:

- The legal requirements (L-Rules) are based on binding regulations which must be observed by all Austrian listed companies.
- The C-Rules (Comply or Explain) should be observed; any deviations must be explained and justified.
- The R-Rules (Recommendations) represent recommendations and do not require the disclosure or justification of deviations.

The Executive Board and Supervisory Board formally declare that EVN complies with all C-Rules of the ACGC, irrespective of the following deviations and explanations.

1) In order to improve readability, the rules in the following section are presented without reference to the ACGC.

Deviations from C-Rules

EVN does not fully comply with the following C-Rules of the ACGC:

C-Rule 16: EVN does not comply with this rule, which requires the management board to have a chairperson. The Executive Board has had three members since 1 September 2024, whereby the Supervisory Board has designated one member of the Executive Board, as in the past, to serve as the spokesperson of the Executive Board. The appointment as spokesperson of the Executive Board is not limited in time and follows the term of the respective mandate.

C-Rule 45: The provision that prohibits Supervisory Board members from holding corporate functions in a competing company is observed by all members of the Supervisory Board with the following exceptions.

Supervisory Board member Peter Weinelt serves as the managing director of Wiener Stadtwerke GmbH which, in particular through its subsidiaries, competes in part with subsidiaries of EVN. The representation of major shareholders on the company's Supervisory Board has proven to be advantageous. This deviation applies to the entire term of the involved Supervisory Board member's appointment.

The chairperson of the Supervisory Board, Reinhard Wolf, was the chairman of the executive board of RWA Raiffeisen Ware Austria Aktiengesellschaft up to 30 November 2024 and a member of the management board of BayWa AG up to 30 June 2025, both of which have specific business relations through subsidiaries with the EVN Group. The decision to elect these Supervisory Board members was taken by the Annual General Meeting. The proposal for their nomination was approved by the Supervisory Board based on a recommendation by the Nominating Committee. EVN's corporate governance and continued practice by the Supervisory Board ensure that potential conflicts of interest are clarified in advance of voting on related issues and legally compliant procedures are guaranteed.

Executive Board

Composition

The Executive Board consisted of three members as of 30 September 2025.

Members of the Executive Board as of 30 September 2025

	Year of birth	Date of initial appointment	End of the current term of office
Stefan Szyszkowitz (CEO and Spokesman of the Executive Board)	1964	20 January 2011	19 January 2026 ¹⁾
Stefan Stallinger (CTO)	1975	1 April 2024	31 March 2029
Alexandra Wittmann (CFO)	1970	1 September 2024	31 August 2029

1) Appointment as member and spokesman of the Executive Board extended to 19 January 2031 (effective as of 20 January 2026)

Working procedures

The Executive Board of EVN must have a minimum of two members. If the Supervisory Board does not appoint a chair-person or spokesperson for the Executive Board, the members are entitled to designate their own spokesperson.

The Executive Board is responsible for managing the company to support its business activities and continued success in the interests of shareholders, employees and the general public. The work of the Executive Board is based on legal requirements, in particular stock corporation, stock exchange and commercial laws, the by-laws and the rules of procedure for the Executive Board that were approved by the Supervisory Board as well as the ACGC.

Irrespective of the Executive Board's overall responsibility, the Supervisory Board establishes and assigns specific areas of responsibility to the individual Executive Board members based on the given requirements. Certain transactions are reserved for joint discussions and decision-making by the full Executive Board.

The responsibilities of the Executive Board members are listed in the table on the following page.

The full Executive Board is responsible for the corporate function internal auditing, which reports to Alexandra Wittmann for organisational reasons.

Moreover, the Executive Board is required to obtain the prior consent of the Supervisory Board for business transactions that require this approval based on legal regulations or a previous Supervisory Board resolution. The rules of procedure for the Executive Board and the Supervisory Board contain a detailed list of such cases.

Organisational regulations require the Executive Board to report to the Supervisory Board. These reporting standards also apply to the Supervisory Board committees. The reporting obligations of the Executive Board include quarterly reports on the development of business in the Group and information on matters of importance relating to major Group subsidiaries.

Responsibilities and supervisory board mandates of the Executive Board members

Period	Areas of responsibility	Supervisory board mandates in material, consolidated companies ¹⁾	Supervisory board mandates in other companies not included in the consolidated financial statements (C-Rule 16)
1 October 2024 to 30 September 2025			
Stefan Szyszkowitz (CEO and Spokesman of the Executive Board)	Segments: Energy, All Other Segments Corporate functions: Customer relations, general secretary and compliance, communications and marketing, human resources, and legal and public affairs	Burgenland Energie AG, vice-chairman of the supervisory board Burgenland Holding Aktiengesellschaft, chairman of the supervisory board EVN Macedonia AD, vice-chairman of the supervisory board Netz Niederösterreich GmbH, vice-chairman of the supervisory board RAG Austria AG, chairman of the supervisory board	Verbund AG, member of the supervisory board Wiener Börse AG, member of the supervisory board (up to 16 June 2025)
Alexandra Wittmann (CFO and Member of the Executive Board)	Segments: South East Europe Corporate functions: Procurement and purchasing, controlling and investor relations, finance and risk management, accounting and internal audit	Burgenland Holding Aktiengesellschaft, member of the supervisory board (since 14 March 2025) EVN HOME DOO Skopje, chairwoman of the supervisory board EVN Macedonia AD, chairwoman of the supervisory board Netz Niederösterreich GmbH, vice-chairwoman of the supervisory board	Wiener Börse AG, member of the supervisory board (since 16 June 2025)
Stefan Stallinger (CTO and Member of the Executive Board)	Segments: Generation, Networks, Environment Corporate functions: Information technology, safety and infrastructure as well as innovation and sustainability	Burgenland Energie AG, member of the supervisory board Burgenland Holding Aktiengesellschaft, vice-chairman of the supervisory board Netz Niederösterreich GmbH, chairman of the supervisory board RAG Austria AG, member of the supervisory board	

1) In addition to the supervisory board functions, the Executive Board manages significant subsidiaries based on quarterly reporting by segment.

Supervisory Board

Composition

As of 30 September 2025, the Supervisory Board of EVN AG had ten shareholder representatives elected by the Annual General Meeting and five members delegated by the works council. The shareholder representatives were elected by the 92nd Annual General Meeting on 21 January 2021, respectively by the 33rd Extraordinary General Meeting on 19 June 2023 for a term of office extending to the Annual General Meeting which will vote on the release from liability for the 2024/25 financial year.

The composition of the Supervisory Board reflects a balance between the professional and personal qualifications of the members as well as a balance of technical and specialist expertise. Diversity with regard to the representation of both genders, the age structure and internationality is also taken into account.

There were two changes in the composition of the Supervisory Board during the reporting year: Christian Roitner and Matthias Strallhofer were delegated as employee representatives effective on 10 September 2025 to succeed Paul Hofer, who resigned as of 31 July 2025, and Irene Pincolitsch, who resigned as of 9 September 2025.

For the members of the Supervisory Board, see page 118f

Independence

The Supervisory Board established the following criteria for the independence of the members of the Supervisory Board of EVN AG based on the general clause defined by C-Rule 53:

A member of the Supervisory Board is considered to be independent when he/she has no business or personal relations with the company or its management board that could lead to a material conflict of interest and is therefore capable of influencing the member's behaviour. The following criteria form the basis for evaluating the independence of the members of the Supervisory Board of EVN AG who are elected by the Annual General Meeting:

1. The Supervisory Board member may not have served as a member of the Executive Board or a top executive of EVN or any of its subsidiaries during the past five years.
2. The Supervisory Board member may not maintain, or in the previous year did not maintain, any business relations with EVN or a subsidiary of EVN that are considered material for that member. This also applies to business relations with companies in which the Supervisory Board member holds a significant economic interest but does not cover appointments to corporate bodies within the EVN Group. The approval of individual transactions by the Supervisory Board in accordance with L-Rule 48 does not automatically lead to qualification as not independent.

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Members of the Supervisory Board as of 30 September 2025 (including resigned members)

Shareholder representatives	Date of initial appointment ¹⁾	Supervisory board or comparable functions in Austrian or foreign listed companies ²⁾	Independence C-Rule 53 ³⁾	Independence C-Rule 54 ⁴⁾	Diversity factors ⁵⁾
Reinhard Wolf President and Chairman	19.06.2023	Chairman of the management board of RWA Raiffeisen Ware Austria AG and RWA Raiffeisen Ware Austria Handel und Vermögensverwaltung eGen (in each case up to 30 November 2024); member of the management board of BayWa AG (up to 30 June 2025), chairman of the supervisory board of „UNSER LAGERHAUS“ Warenhandelsgesellschaft m.b.H (up to 30 June 2025) and Raiffeisen-Lagerhaus GmbH (up to 30 November 2024); member of the supervisory board of BayWa r.e. AG (up to 31 March 2025) and Cefetra Group B.V. (up to 30 June 2025); member of the management board and deputy chairman of RAIFFEISEN HOLDING NIEDERÖSTERREICH-WIEN registrierte Genossenschaft mit beschränkter Haftung (up to 30 November 2024)	Yes	Yes	Male, born 1960, Austria
Jochen Danninger 1 st Vice-Chairman	19.06.2023	Secretary general of the Austrian Economic Chamber (since 26 May 2025); representative of the State Parliament of Lower Austria (up to 25 May 2025); managing chairman of a parliamentary group (up to 25 May 2025); chairman of the supervisory board of ecoplus.Niederösterreichs Wirtschaftsagentur GmbH (up to 28 June 2025) and Breitband Holding GmbH (up to 10 July 2025)	Yes	Yes	Male, born 1975, Austria
Willi Stiowicek 2 nd Vice-Chairman	15.01.2009	Member of the supervisory board of NÖ.Regional.GmbH; executive director of the municipal authority of the provincial capital of St. Pölten (up to 2021)	No	No	Male, born 1956, Austria
Georg Bartmann	21.01.2021	Head of the finance department and financial group in the provincial government of Lower Austria; managing director of NÖ Landes-Beteiligungsholding GmbH, NÖ Holding GmbH, NÖ BET GmbH and NÖ Immobilien Holding GmbH; chairman of the supervisory board of Land Niederösterreich Finanz- und Beteiligungsmanagement GmbH; vice-chairman of the supervisory board of EBG MedAustron and N.vest. Unternehmensfinanzierungen des Landes Niederösterreich GmbH; member of the supervisory board of NÖ Landesgesundheitsagentur; government commissioner for Hypo NOE Landesbank für Niederösterreich und Wien AG	Yes	No	Male, born 1965, Austria
Gustav Dressler	21.01.2021	Member of the supervisory board of METAGRO Edelstahltechnik AG; member of the management board of Caressa Privatstiftung	Yes	Yes	Male, born 1954, Austria
Philipp Gruber	21.01.2016	Member of the Wiener Neustadt town council; director of the provincial parliament club of the Lower Austrian People's Party; chairman of the management board of Business Messen Wiener Neustadt Genossenschaft für Wirtschaftsförderung registrierte Genossenschaft mit beschränkter Haftung; chairman of the supervisory board of Fachhochschule Wiener Neustadt GmbH (since 2 July 2025); member of the supervisory board of Wiener Neustadt Holding GmbH (since 19 March 2025)	Yes	Yes	Male, born 1979, Austria
Maria Patek	21.01.2021	Managing director of the Spanish Riding School - Lipizzan Stud Piber (since 16 September 2025); head of the forestry and sustainability section in the Federal Ministry of Agriculture, Regions and Tourism (up to 31 July 2023)	Yes	Yes	Female, born 1958, Austria
Angela Stransky	16.01.2014	Authorised officer of ecoplus.Niederösterreichs Wirtschaftsagentur GmbH, managing director of Breitband Holding GmbH and member of the supervisory board of riz up Niederösterreichs Gründeragentur GmbH (in each case up to 31 December 2023)	Yes	Yes	Female, born 1960, Austria
Peter Weinelt	21.01.2021	Director general of WIENER STADTWERKE GmbH; managing director of WIENER STADTWERKE Planvermögen GmbH; chairman of the supervisory board of WIEN ENERGIE GmbH and WIENER NETZE GmbH; member of the supervisory board of Verbund AG and Burgenland Holding Aktiengesellschaft	Yes	No	Male, born 1966, Austria
Veronika Wüster	19.06.2023	Managing director of Verband Österreichischer Entsorgungsbetriebe; member of the management board of Junge Industrie Niederösterreich/Burgenland	Yes	Yes	Female, born 1985, Austria

1) The terms of office of the Supervisory Board members elected by the Annual General Meeting expire at the end of the Annual General Meeting that will vote on their release from liability for the 2024/25 financial year.

2) Including other material functions

3) The majority of the Supervisory Board members elected by the Annual General Meeting or delegated by shareholders pursuant to the by-laws are independent of the company and its Executive Board.

4) Companies with a free float of more than 20% are required to have at least one of the supervisory board members elected by the general meeting or delegated by shareholders pursuant to the by-laws who is independent pursuant to C-Rule 53 and who is not a shareholder with a stake of more than 10% or who represents such a shareholder's interests..

5) Gender, year of birth and citizenship

Members of the Supervisory Board as of 30 September 2025 (including resigned members)

Employee representatives	Date of initial appointment	Supervisory board or comparable functions in Austrian or foreign listed companies ¹⁾	Independence C-Rule 53 ²⁾	Independence C-Rule 54 ³⁾	Diversity factors ⁴⁾
Monika Fraissl	01.07.2013	Vice-chairwoman of the works council of Netz Niederösterreich GmbH (headquarters)	n. a.	n. a.	Female, born 1973, Austria
Uwe Mitter	14.05.2019	Chairman of the European works council of the EVN Group (since 3 July 2025); chairman of the central works council of the EVN Group (since 28 January 2025); chairman of the EVN works council; member of the supervisory board of VBV-Pensionskasse Aktiengesellschaft	n. a.	n. a.	Male, born 1971, Austria
Irene Pugl	14.05.2019	Chairwoman of the works council of EVN Business Service GmbH; vice-chairwoman of the central works council of the EVN Group	n. a.	n. a.	Female, born 1975, Austria
Christian Roitner	10.09.2025	Chairman of the central works council of Netz Niederösterreich GmbH	n. a.	n. a.	Male, born 1990, Austria
Mathias Strallhofer	10.09.2025	Chairman of the works council of Netz Niederösterreich GmbH (headquarters), vice-chairman of the works council and central works council of Netz Niederösterreich GmbH, member of the European works council of the EVN Group	n. a.	n. a.	Male, born 1980, Austria
Employee representatives (resigned)	Date of initial appointment	Supervisory board or comparable functions in Austrian or foreign listed companies ¹⁾	Independence C-Rule 53 ²⁾	Independence C-Rule 54 ³⁾	Diversity factors ⁴⁾
Paul Hofer (up to 31 July 2025)	01.04.2007	Chairman of the European works council of the EVN Group (up to 2 July 2025); chairman of the central works council of the EVN Group (up to 28 January 2025)	n. a.	n. a.	Male, born 1960, Austria
Irene Pinczolitsch (up to 9 September 2025)	02.04.2024	Member of the works council of Netz Niederösterreich GmbH	n. a.	n. a.	Female, born 1965, Austria

1) Including other material functions

2) The majority of the Supervisory Board members elected by the Annual General Meeting or delegated by shareholders pursuant to the by-laws are independent of the company and its Executive Board.

3) Companies with a free float of more than 20% are required to have at least one of the supervisory board members elected by the general meeting or delegated by shareholders pursuant to the by-laws who is independent pursuant to C-Rule 53 and who is not a shareholder with a stake of more than 10% or who represents such a shareholder's interests.

4) Gender, year of birth and citizenship

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3. The Supervisory Board member may not have acted as an auditor of EVN or owned a share in or worked as an employee of the auditing company during the past three years.
4. The Supervisory Board member may not serve on the management board of another company in which a member of the Executive Board of EVN is a member of the Supervisory Board.
5. The Supervisory Board member may not serve on the Supervisory Board for more than 15 years. This does not apply to Supervisory Board members who hold an investment in the company as shareholders or who represent the interests of such shareholders.
6. The Supervisory Board member may not be closely related (i. e. direct offspring, spouse, life partner, parent, uncle, aunt, brother, sister, niece, nephew) to a member of the Executive Board or to persons who hold one of the above-mentioned positions.

In accordance with C-Rule 54, companies with a free float of more than 20% are required to have at least one of the supervisory board members elected by the general meeting or delegated by shareholders in accordance with the by-laws who is independent pursuant to C-Rule 53 and who is not a shareholder with a stake of more than 10% or who represents such a shareholder's interests. In the case of companies with a free float of over 50%, at least two members of the Supervisory

Board must meet these criteria. EVN has a free float of 20.6% (incl. 0.9% treasury shares). Nine elected members (90%) of the Supervisory Board are considered independent according to C-Rule 53 and seven members (70%) according to C-Rule 54.

Contracts requiring the approval of the Supervisory Board (L-Rule 48 and C-Rule 49)

No contracts were concluded with members of the Supervisory Board which committed these persons to the performance of a service outside of their activities on the Supervisory Board

for the company or a subsidiary in exchange for remuneration exceeding minor value. Moreover, no contracts were concluded with companies in which a member of the Supervisory Board has a considerable economic interest.

Working procedure

The Supervisory Board is headed by a chairman and two vice-chairmen. The rules of procedure for the Executive Board and Supervisory Board include a catalogue of transactions which require the Supervisory Board's approval.

Communications between the Executive Board and the Supervisory Board take place at the meetings of the Supervisory Board and its committees and in writing, as required. In addition, the Executive Board and the chairman of the Supervisory Board maintain regular contact on issues that fall under the responsibility of the Supervisory Board. In particular, this includes the preparation of meetings.

Six plenary meetings were held by the Supervisory Board during the reporting year, at which its members fulfilled their tasks and duties. The Supervisory Board monitored the activities of the Executive Board, accepted its reports and, in addition to the annually recurring cycle of resolutions on the annual financial statements and budget, dealt with a number of issues which required Supervisory Board approval.

The Supervisory Board's activities during the reporting year focused on the following: issues involving the Executive Board, a review of EVN's Strategy 2030, sale of 100% of the shares in WTE Wassertechnik GmbH, start of tender proceedings for the selection of an auditor for EVN's annual and consolidated financial statements as well as the consolidated sustainability reporting for the 2025/26 financial year up to and including the 2029/30 financial year, the ACGC audit in January 2025, the establishment of financing and guarantee limits for EVN KG, an increase in the EVN Energy Assistance Fund, approval of a capital contribution for Netz Niederösterreich GmbH and an

update to the rules of procedure for the Executive Board. In addition to the formal meetings, the members of the Supervisory Board were able to attend elective events for training and information on "NIS2 + cybersecurity", "sustainability and CSRD reporting / corporate governance", "compliance and the capital market / a case study in cybersecurity", and preparations for a review of EVN's Strategy 2030.

The average attendance at Supervisory Board meetings equalled 96.7% in 2024/25. No member was absent from more than half the Supervisory Board meetings during the past financial year. Participation in the elective events reflected a similarly high level.

Evaluation of the Supervisory Board's activities

In accordance with C-Rule 36, the Supervisory Board carried out a self-evaluation of its activities in 2024/25. This assessment was based on an extensive written questionnaire which was answered by the members of the Supervisory Board. The results of the evaluation were discussed in a plenary meeting.

The Supervisory Board dealt with potential conflicts of interest on the part of its members and took appropriate steps.

Committees

The Supervisory Board fulfils its responsibilities as a joint decision-making body in cases where individual issues are not delegated to its committees. These committees are responsible for preparing negotiations and resolutions, monitoring the implementation of the Supervisory Board's decisions and taking decisions on issues delegated by the Supervisory Board. In accordance with the requirements of the Austrian Stock Corporation Act, the ACGC and its rules of procedure, the Supervisory Board has established a Working Committee, a Remuneration Committee, a Nominating Committee and an Audit Committee.

Working Committee

	Function
Reinhard Wolf	Chairman
Jochen Danninger	Vice-Chairman
Willi Stiowicek	Member
Georg Bartmann	Member
Uwe Mitter	Employee representative
Christian Röitner (since 10 September 2025)	Employee representative
Paul Hofer (up to 31 July 2025)	Employee representative

The Working Committee includes the chairman of the Supervisory Board, the two vice-chairmen and any elected members as well as the employee representatives delegated in accordance with § 110 (4) of the Austrian Labour Constitutional Act.

This committee is responsible for all tasks assigned by the full Supervisory Board and, in certain urgent cases, is authorised to approve specific business transactions on behalf of the Supervisory Board. It is also responsible for all other issues where there are reasons to assume a possible conflict of interest on the Supervisory Board but not in the Working Committee.

The Working Committee of the Supervisory Board met six times during the 2024/25 financial year. Resolutions focused, in particular, on heat supplies by EVN Wärme, the acquisition of Speed Connect Netzwerkserrichtungs GmbH, and the amendment and conclusion of the sale of the investments in Moscow. A compliance report was also accepted and a written resolution was passed on the release from liability of Stefan Szyszkozitz as a member of the supervisory board of VERBUND AG.

Remuneration Committee

	Function
Reinhard Wolf	Chairman; remuneration expert
Jochen Danninger	Vice-Chairman
Willi Stiowicek	Member
Georg Bartmann	Member

The Remuneration Committee includes the chairman of the Supervisory Board, who also serves as chairman of this committee, the two vice-chairmen and, if necessary, a further member with knowledge and experience relating to remuneration policy. Most of the committee members are independent members of the Supervisory Board.

This committee is responsible for all matters concerning the relationships between the company and the members of the Executive Board, in cases where the full Supervisory Board is not responsible under law. In particular, the Remuneration Committee is responsible for the negotiation, content, conclusion, implementation and, if appropriate, termination of the employment contracts with the members of the Executive Board in accordance with the applicable rules of the ACGC. Each year it prepares a draft report on remuneration policy for the Executive Board members and evaluates this remuneration policy at least every fourth year. It also makes a recommendation for remuneration policy to the full Supervisory Board if this is considered necessary.

In cases where the Remuneration Committee makes use of a consultant, it must ensure that this person and any other persons active with him/her in a network (§ 271b of the Austrian Commercial Code) have not advised the Executive Board or one of its members on remuneration issues or served as an advisor during the past two years.

The Remuneration Committee met three times in 2024/25. Resolutions focused, above all, on the acceptance of the annual remuneration report, the conclusion of an employment contract for Executive Board member Stefan Szyszkowitz, the definition of targets for the variable remuneration of the Executive Board and the determination of the respective target attainment, the preparation of a report on the remuneration of the members of EVN's Executive Board and Supervisory Board, and the appointment of BDO Assurance GmbH to review the calculation of the variable remuneration components.

Nominating Committee

	Function
Reinhard Wolf	Chairman
Jochen Danninger	Vice-Chairman
Willi Stiowicek	Member
Georg Bartmann	Member
Uwe Mitter	Employee representative
Christian Röitner (since 10 September 2025)	Employee representative
Paul Hofer (up to 31 July 2025)	Employee representative

The Nominating Committee includes the chairman of the Supervisory Board and three elected members, as well as the employee representatives delegated in accordance with § 110 (4) of the Austrian Labour Constitutional Act.

This committee prepares the tender for appointments to the Executive Board in accordance with the Austrian law governing appointments, reviews applications and manages the application process. It can engage consultants for support with and evaluation of the applications. The Nominating Committee submits recommendations to the Supervisory Board for appointments

to upcoming vacant or newly created positions on the Executive Board and deals with issues involving succession planning. It can also make recommendations for appointments to upcoming vacant or newly created positions on the Supervisory Board. The Nominating Committee meets as needed.

The Nominating Committee met twice in 2024/25, whereby discussions focused on the tender for a position on the Executive Board (CEO), the selection of candidates for the hearing and, after the hearing, the ranking of candidates and an appropriate recommendation to the Supervisory Board. A consultant was engaged to accompany this process based on a circular resolution.

Audit Committee

	Function
Georg Bartmann	Chairman, financial expert
Reinhard Wolf	Vice-Chairman
Jochen Danninger	Member
Willi Stiowicek	Member
Maria Patek	Member, sustainability expert
Uwe Mitter	Employee representative
Monika Fraissl	Employee representative
Christian Röitner (since 10 September 2025)	Employee representative
Paul Hofer (up to 31 July 2025)	Employee representative

The responsibilities of the Audit Committee are as follows:

- monitoring the accounting process and issuing recommendations or suggestions to ensure its reliability;
- monitoring the effectiveness of the company's internal control, internal audit and risk management systems;

→ monitoring the audit of the annual and consolidated financial statements, including the results and conclusions indicated in the reports by the Auditor Oversight Commission;

→ verifying and monitoring the independence of the auditor of the annual financial statements (and consolidated financial statements), in particular with regard to additional services provided for the audited company; moreover, Art. 5 (5) of Regulation (EU) No. 537/2014 on the statutory audit of public interest entities must be observed;

→ reporting on the results of the audit to the Supervisory Board, explaining how the audit contributed to the reliability of financial reporting and explaining the role of the Audit Committee in this procedure;

→ reviewing the annual financial statements and preparing the required authorisation, reviewing the proposal for the distribution of profits, the management report, the corporate governance report and the non-financial report (§ 243b of the Austrian Commercial Code) as well as submitting a report on the results of this review to the Supervisory Board;

→ if necessary, examining the consolidated financial statements, the Group management report, the consolidated corporate governance report and the consolidated non-financial report (§ 267a of the Austrian Commercial Code) as well as submitting a report on the results of this review to the Supervisory Board;

→ selecting an auditor for the annual and consolidated financial statements, taking the appropriateness of the fee into consideration, as well as preparing a proposal for the Supervisory Board on this selection; moreover, Art. 16 of Regulation (EU) No. 537/2014 on the statutory audit of public interest entities must be observed.

The Audit Committee includes a financial expert as required by law, as well as a sustainability expert. Based on their professional experience, in particular their, for the most part,

many years on the Supervisory Board, all members of the Audit Committee are familiar with the sector in which the company operates.

The Audit Committee met six times in 2024/25 and dealt with all its assigned responsibilities, above all with preparations for the resolution on the consolidated financial statements and annual financial statements as of 30 September 2024, including the related reports, the recommendation for the use of profits and the internal control, audit and risk management systems, including sustainability reporting and the compliance management system. A recommendation was made for the appointment of an auditor for the annual and consolidated financial statements for the 2024/25 financial year together with the audit of the functionality of risk management at EVN (Rule 83 ACGC) and the consolidated sustainability report. The Audit Committee also acknowledged a report on the provision of non-audit services by the auditor. Reports were received on the Energy Next programme, the status of CSRD implementation and transactions carried out during the course of normal business activities and at ordinary market conditions (§ 95a (6) of the Austrian Stock Corporation Act). Additional activities involved a tender for the selection of an auditor for the annual and consolidated financial statements and consolidated sustainability reporting for the 2025/26 financial year up to and including the 2029/30 financial year, as well as the submission of a recommendation including a preference for the selection of an auditor to the Supervisory Board.

Measures to support women and diversity concept¹⁾

¹⁾ § 243c (2) no. 2 and 3 of the Austrian Commercial Code

The EVN Group is committed to offering equal opportunities to all its employees. The company is convinced that diversified teams produce better results and are more effective and innovative than single-gender groups.

The percentage of women in EVN's workforce equalled 24.3% in 2024/25, and roughly 11.7% of the positions for managing directors and authorised officers were filled by women. The Women@EVN programme is designed to achieve the greatest possible diversity at the upper management level and gradually increase the percentage of women in management positions. Numerous initiatives have been introduced to create a framework that enables women to assume qualified positions in specialised areas and at the management level in line with their inclinations and skills. Another important element of our efforts to increase the share of women in management positions is the EVN Women's Network which was established by the Executive Board. The related programmes include regular events to support the exchange of experience and expectations.

The EVN Group developed a corporate diversity strategy during 2024/25 that is based on six areas of activity: services, organisational and management culture, human resources management, infrastructure, communication and compliance. Short-, medium- and long-term goals were defined for each of these areas.

The strategy was coordinated with and supported by the Executive Board and the Works Council. Specific measures were initially defined for the Austrian companies and will be gradually rolled out to the locations in Croatia, Bulgaria and North Macedonia in line with local conditions.

The diversity strategy is structurally embedded in EVN's corporate governance. It is based on clearly formulated goals, a vision, a guiding principle and a mission. Integration in existing structures, especially in management development, training programmes and organisational and HR processes, is explicitly planned. Managers and employees as well as the Works Council are actively involved in the implementation.

Compliance with legal and ethical standards represents a particular focal point. A Group-wide policy against harassment and discrimination is currently being developed. The related

reporting process has been defined and expanded to include low-threshold reporting possibilities that will ensure a safe working environment built on trust.

A communication concept is currently in preparation to sustainably anchor the diversity strategy in the organisation. It is designed to transmit the strategy over a wide range of channels internally, also to employees outside EVN's central locations who have limited access to digital media. The concept follows an intergenerational approach by addressing the different expectations and communication preferences of the five generations in the EVN Group and, in this way, will support the effective implementation and acceptance of the strategy.

Eleven women currently serve as project managers (project manager career path) in the EVN Group. The percentage of young women in the corporate management development programme has always been higher than the current share of women in EVN's workforce.

EVN has long pursued measures that are designed to support women's work-life balance. Examples of these measures are flexible working time models, individualised support for women returning after maternity leave, day care during school holidays, information events for staff members on parental leave as well as a comprehensive programme of vocational and professional education which is also open to all employees on parental leave. These measures are supplemented by a range of home office work options. EVN's objective for the medium term is to increase the share of women to a level that mirrors their current educational levels in the applicable professional groups.

The Austrian Equal Opportunity Act requires companies with a workforce above a certain threshold to submit a biannual remuneration report (§ 11a of the Equal Opportunity Act). All companies in the EVN Group with a workforce above the legally defined threshold prepared the required report and submitted it to the Central Works Council.

The diversity concept for appointments to the Executive and Supervisory Board of EVN AG which was approved by the Nominating Committee of the Supervisory Board also defines equal opportunity as the underlying principle for all corporate management and supervisory bodies. As of 30 September 2025, the percentage of women on the Executive Board equalled 33.3%.

Elections to the Supervisory Board are intended to create a balanced mix between the professional qualifications and expertise of the members as well as a balance of technical and personal credentials. Special focus is placed on diversity with regard to the representation of both genders, a balanced age structure and the international experience of the members.

EVN's Supervisory Board – as a whole and in the individual committees – has the necessary expertise required by the company, especially in the business, legal and technical fields. Attention was given to creating and maintaining a balance between continuity and change.

EVN's Supervisory Board included six women up to 9 September 2025: three shareholder representatives and three employee representatives. Since 10 September 2025, EVN's Supervisory Board has included five women: three shareholder representatives and two employee representatives.

The percentage of women serving on the Supervisory Board equalled 33.3% as of 30 September 2025. The current composition of EVN's Supervisory Board meets the requirements of the Austrian Equality Act for Men and Women on Supervisory Boards with regard to the number of shareholder representatives and the number of employee representatives. This law calls for a ratio of 30% for both genders on the supervisory boards of listed corporations with a specified minimum number of supervisory board members and employees. At the present time, EVN is required to meet the 30% quota for the Supervisory Board in total.

The members of the Supervisory Board range in age from 35 to 70 years, and the average age is 54.9 years.

External evaluation

In accordance with C-Rule 62, compliance with the C-Rules of the ACGC must be evaluated at least every three years by an external institution and the results of this evaluation must be included in the corporate governance report.

Furthermore, the Supervisory Board is required by § 96 of the Austrian Stock Corporation Act to inform the Annual General Meeting whether, and if so, which sections of the consolidated corporate governance report were examined and indicate whether the final results of this examination provided any grounds for material objections. The Audit

Committee is required by § 92 (4a) no. 4 lit. g of the Austrian Stock Corporation Act to review the consolidated corporate governance report in advance and to issue a report on its review to the full Supervisory Board. In order to optimally meet these requirements, EVN commissioned Schönherr Rechtsanwälte GmbH to evaluate the consolidated corporate governance report for 2024/25, including compliance with the C-Rules of the ACGC.

Schönherr Rechtsanwälte GmbH evaluated EVN's consolidated corporate governance report for 2024/25 in agreement with C-Rule 62 and § 96 of the Austrian Stock Corporation Act and reported to the Executive Board, the Audit Committee and the Supervisory Board on its review. This report on compliance with the ACGC can be found under www.investor.evn.at. The evaluation showed that EVN complied with the C-Rules of the ACGC in 2024/25 with two justified exceptions.

Changes after the balance sheet date

No reportable changes occurred between the balance sheet date on 30 September 2025 and the preparation of this consolidated corporate governance report.

Maria Enzersdorf, 27 November 2025

EVN AG
The Executive Board



Stefan Szyszkowitz
CEO and Spokesman of the Executive Board



Alexandra Wittmann
CFO and Member of the Executive Board



Stefan Stallinger
CTO and Member of the Executive Board