

# Remuneration Report on the emoluments of the Members of the Executive Board and of the Supervisory Board of EVN AG for the 2024/25 financial year

## 1 Introduction

### 1.1 General information

On 1 February 2024, the 95<sup>th</sup> Annual General Meeting of EVN AG ("EVN" or the "Corporation") approved the revised principles of remuneration of the Members of the Executive Board and of the Supervisory Board of EVN (the "Remuneration Policy"), which have been applied retroactively since 1 October 2023. The related resolution<sup>1)</sup> was approved by 98.98% of the valid votes cast. The Remuneration Policy may be retrieved from [www.evn.at/remuneration-policy](http://www.evn.at/remuneration-policy). It is applicable for four years and must be presented to the Annual General Meeting again not later than in 2028.

<sup>1)</sup> Information pursuant to Section 128(1) Nos 1 to 4 of the Austrian Stock Corporations Act [Aktiengesetz/AktG]

The present Remuneration Report on the emoluments of the Members of the Executive Board and of the Supervisory Board of EVN ("Remuneration Report") was prepared by the Executive Board and the Supervisory Board of EVN in accordance with Sections 78c and 98a AktG, reviewed by the Corporation's Remuneration Committee and approved by the Supervisory Board in its meeting of 17 December 2025. The Report concerns the 2024/25 financial year, which covers the period from 1 October 2024 to 30 September 2025.

In accordance with Section 78d(1) AktG, the Remuneration Report must be presented to the Annual General Meeting for voting. This voting process represents a recommendation, and the next Remuneration Report has to include information as to how the outcome of the vote at the last Annual General Meeting was taken into account.

## 1.2 Business development during the past financial year

Revenue recorded by the EVN Group rose by 3.8% to EUR 3,000.0m in 2024/25. This development resulted primarily from positive volume and price effects from the supply companies in Bulgaria and North Macedonia and from the distribution network companies in all three EVN core markets. The cooler temperatures in the winter half year were also responsible for an increase in revenue at EVN Wärme GmbH. These developments were contrasted by a price- and volume-related decline in revenue from the marketing of renewable generation and natural gas trading.

The revenue generated by EVN outside Austria amounted to EUR 1,511.9m (previous year: EUR 1,348.8m). As a share of Group revenue, it amounted to 50.4%.

Other operating income rose by 69.0% to EUR 214.1m based on insurance compensation for damages which resulted from the flooding in Lower Austria during September 2024.

The cost of energy purchases from third parties and primary energy expenses increased by 10.3% to EUR 1,503.0m due to higher procurement costs for the energy supply business in South East Europe. This increase was offset in part by a decline in procurement volumes and costs for natural gas and in generation.

The cost of materials and services rose by 10.4% to EUR 312.7m, chiefly due to repair costs for flood damages which were largely covered by insurance.

Personnel expenses were 6.6% higher year-on-year at EUR 462.0m. The increase was based, above all, on adjustments required by collective bargaining agreements and additional hiring to strengthen expertise in the areas of digitalisation, IT and AI-supported data management. The average number of employees equalled 7,706 in 2024/25 (previous year: 7,568 employees).

Other operating expenses fell by 21.3% to EUR 155.8m. In the previous year, this position was influenced by an impairment loss of EUR 22.5m to outstanding receivables held by WTE from the project in Budva, Republic of Montenegro, and by the energy crisis contribution amounting to EUR 10.6m levy on the surplus proceeds earned from electricity generation, both of which had occurred in the first quarter.

The share of results from equity accounted investees with operational nature improved substantially from EUR 24.2m in the previous year to EUR 128.6m. This increase was supported, above all, by the expected normalisation of earnings at EVN KG. A higher earnings contribution from RAG was contrasted by lower contributions from Burgenland Energie, Verbund Innkraftwerke, the wastewater treatment project in Zagreb and the hydropower plant in Ashta, Albania. However, the decline in the earnings contributions from Burgenland Energie and the Ashta power plant are attributable to positive one-off effects in the previous year.

Based on these developments, EBITDA recorded by the EVN Group improved by 19.2% year-on-year to EUR 909.1m.

The rising volume of investments led to an increase of 7.9% in scheduled depreciation and amortisation to EUR 360.1m. In addition, impairment losses totalling EUR –58.2m were recognised during the reporting period (previous year: impairment losses

of EUR –24.9m). They were related primarily to EVN Wärmekraftwerke GmbH (EUR –47.6m; previous year: EUR –18.5m) and reflected the damage caused by flooding in 2024.

EBIT rose to EUR 490.9m in 2024/25 (previous year: EUR 404.3m).

Financial results declined substantially from EUR 145.6m to EUR 83.6m, chiefly due to a reduction in the dividend from Verbund AG from EUR 4.15 per share in the 2023 financial year to EUR 2.80 per share for 2024. Financial results were also negatively affected by a foreign exchange effect related to the deconsolidation of the two sludge-fired combined heat and power plants in Moscow following the closing of the sale on 31 October 2024.

The result before income tax rose by 4.5% year-on-year to EUR 574.4m. After the deduction of EUR 65.6m in income tax expense (previous year: EUR 32.1m) and the earnings attributable to non-controlling interests, Group net result for the period equalled EUR 436.7m. That represents a year-on-year decline of 7.4%. The results of discontinued operations (reporting under IFRS 5 of the available-for-sale parts of the international project business) which are part of Group net result amount to EUR –19.7m (restated prior year value: EUR 10.4m) and include an impairment loss from a discounting effect on the earn-out purchase price as of 30 September 2025.

EVN's consolidated financial statements for the year ended 30 September 2025 show the following key figures for the 2024/25 financial year:

## Key figures

		2024/25	2023/24	+/- %	2022/23		2024/25	2023/24	+/- %	2022/23
<b>Key energy business indicators</b>										
Electricity generation volumes	GWh	2.915	3.318	-12,2	2.981					
thereof from renewable energy	GWh	2.325	2.799	-16,9	2.295					
thereof thermal energy sources	GWh	590	519	13,7	686					
Network distribution volumes electricity	GWh	22.671	21.643	4,7	21.483					
Network distribution volumes natural gas <sup>1)</sup>	GWh	12.828	11.583	10,7	12.454					
Electricity sales volumes to end customers	GWh	16.989	16.947	0,3	18.153					
thereof Austria and Germany	GWh	5.695	6.282	-9,3	7.551					
thereof South East Europe	GWh	11.294	10.665	5,9	10.602					
Natural gas sales volumes to end customers	GWh	3.298	3.202	3,0	4.291					
Heat sales volumes to end customers	GWh	2.308	2.085	10,7	2.272					
thereof Austria and Germany	GWh	2.111	1.921	9,9	2.096					
thereof South East Europe	GWh	197	164	20,2	176					
<b>Consolidated statement of operations</b>										
Revenue	EURm	3.000,0	2.889,2	3,8	3.768,7					
EBITDA	EURm	909,1	762,9	19,2	869,0					
EBITDA margin <sup>2)</sup>	%	30,3	26,4	3,9	23,1					
Results from operating activities (EBIT)	EURm	490,9	404,3	21,4	528,5					
EBIT margin <sup>2)</sup>	%	16,4	14,0	2,4	14,0					
Result before income tax	EURm	574,4	549,9	4,5	656,2					
Group net result	EURm	436,7	471,7	-7,4	529,7					
Balance sheet total	EURm	11.030,7	10.913,6	1,1	10.996,0					
Equity	EURm	6.658,8	6.730,6	-1,1	6.464,3					
Equity ratio <sup>2)</sup>	%	60,4	61,7	-1,3	58,8					
Net debt	EURm	1.155,9	1.129,3	2,3	1.364,3					
Gearing <sup>2)</sup>	%	17,3	16,8	0,6	21,1					
Return on Equity (ROE) <sup>2)</sup>	%	7,6	8,0	-0,4	8,4					
<b>Consolidated cash flow and investments</b>										
Net cash flow from operating activities	EURm	935,2	1.166,7	-19,8	942,4					
Investments <sup>3)</sup>	EURm	909,8	753,0	20,8	694,1					
Net debt coverage (FFO) <sup>2)</sup>	%	78,0	83,7	-5,7	79,4					
Interest cover (FFO)	x	21,6	20,3	-	23,4					
<b>Value added</b>										
Net operating profit after tax (NOPAT)	EURm					426,5	394,8	8,0	459,4	
Capital employed <sup>4)</sup>	EURm					5.922,7	5.672,0	4,4	5.998,9	
Operating return on capital employed (OpROCE) <sup>2)</sup>	%					7,2	7,0	0,2	7,7	
Weighted average cost of capital (WACC) <sup>2)</sup>	%					5,0	5,0	0,0	5,0	
Economic value added (EVA®) <sup>5)</sup>	EURm					130,4	111,2	17,2	159,4	
<b>Share</b>										
Earnings	EUR					2,45	2,65	-7,4	2,97	
Dividend	EUR					0,90 <sup>6)</sup>	0,90	0,0	0,52 + 0,62 <sup>7)</sup>	
Dividend yield <sup>2)</sup>	%					3,8	3,2	0,7	4,5	
<b>Share performance</b>										
Share price at 30 September	EUR					23,40	28,35	-17,5	25,30	
Highest price	EUR					27,75	31,85	-12,9	25,30	
Market capitalisation at 30 September	EURm					4.209	5.100	-17,5	4.551	
<b>Credit rating</b>										
Moody's						A1, stable	A1, stable	A1, stable	A1, stable	
Scope Ratings						A+, stable	A+, stable	A+, stable	A+, stable	

<sup>1)</sup> Incl. network distribution volumes to EVN power plants<sup>2)</sup> Changes reported in percentage points<sup>3)</sup> In intangible assets and property, plant and equipment<sup>4)</sup> Average adjusted capital employed<sup>5)</sup> As defined by Stern Stewart & Co.<sup>6)</sup> Proposal to the Annual General Meeting<sup>7)</sup> Special dividend of EUR 0,62 per share

## **2 Remuneration Report on the emoluments of the Members of the Executive Board**

### **2.1 Principles of the Remuneration Policy**

This presentation of the principles of the Remuneration Policy provides an overview of the different remuneration components and their connection with the Corporation's goals and long-term development. For the reader, it is intended to facilitate a detailed understanding of the framework conditions for the total remuneration presented in the Remuneration Report.

The Remuneration Policy for the Members of EVN's Executive Board is designed to meet the following goals: to ensure that the total remuneration of the Executive Board Members appropriately reflects the position of the Corporation and the remuneration paid by comparable companies; to create incentives for actions that strengthen the Corporation's sustainable development; and to support the Corporation's business strategy and long-term development.

Remuneration reflects the overall responsibility of the Executive Board and at the same time the individual responsibility of each Executive Board Member according to the schedule of responsibilities. In addition, the length of service and additional tasks, such as the role of a speaker or chair of the Executive Board, are decisive factors.

The Remuneration Policy creates incentives for the Executive Board Members to pro-actively develop and pursue the Group's strategy of ensuring a sustainable development of the business and avoiding unreasonable risks. The Remuneration Policy provides that when defining specific performance criteria, an excessive risk appetite and too strong a focus on quick profits must be avoided. At the same time, ambitious targets must be defined which constitute an incentive for outstanding performance. The superior goal in this context is the Corporation's favourable development in the long run.

Implementing the strategy of EVN is taken into account when defining targets and assessing target achievement both with respect to financial and non-financial performance criteria. In both cases the Corporation's long-term development must be considered.

Members of the Executive Board will be paid the following remuneration components:

- fixed remuneration components that are independent of performance
- variable remuneration components that are based on the fulfilment of financial and non-financial annual and multiannual performance criteria

The fixed remuneration components represent the base salary as well as remuneration in kind and fringe benefits that may include accident insurance, supplementary group health insurance, D&O insurance or a company car.

In addition, the Remuneration Policy for the Executive Board Members includes a defined contribution pension scheme as part of an intercorporate pension fund. Contributions paid by the Corporation to the intercorporate pension fund must not exceed 20% of the base salary. Pension commitments from previous service periods within the EVN Group may be incorporated into the employment contract of an Executive Board member.

The variable remuneration components are linked to performance and comprised of long-term financial targets, which are measured on the basis of multiannual performance criteria. They are supplemented by ESG (environment, social, governance) targets of performance criteria of one or more years and individual targets of performance criteria of one-year. The long-term account (LTA), which includes target achievement regarding financial and ESG targets, constitutes the basis for a long-term monitoring period.

For the variable remuneration the performance criteria are weighted as follows:

- Financial targets: 70%
- ESG targets: 15%
- Individual targets: 15%

The different remuneration components and their availability in terms of timing are as follows:

Financial targets will be defined for a period of four years. The "EVA" (Economic Value Added®, Stern Stewart & Co.) parameter or "operating value contribution" has been part of EVN's group reporting since value-based performance indicators were adopted. It indicates the operating earning power in proportion to the cost of capital and should thus provide an incentive to increase the corporation's long-term earning power. The consolidated EVA shows the extent to which the net operating profit after tax (= NOPAT) earns the cost of the average capital employed (= WACC x average capital employed). The focus is on the annual increase in the EVA compared to the ACTUAL value of the previous year, which is why the "Δ EVA" is presented. The calculation is done on the basis of consolidated financial statements prepared in accordance with international accounting standards. In order to accord sufficient weight to the topics of liquidity and financial capacity and to further compliance with the strategic financial targets with regard to EVN's rating and its ability to make investments and distributions, the "average consolidated cash flow contribution" is used as a second quantitative parameter. The target is derived from the relative share of the cash flow in the Group's average net indebtedness, which is necessary to meet the strategic financial targets. The target is calculated on the basis of the status of net indebtedness during the two prior financial years and updated annually. The average consolidated cash flow contribution, which concentrates on the material components that can be influenced at an operational level after payment of taxes and working capital shows the Group's cash flow generation before investing and financing activities. To balance the effect of fluctuations of the working capital at the reporting dates the average changes in working capital in prior quarter years will be used. Such calculation is done on the basis of consolidated financial statements prepared in accordance with international accounting standards. Impairment or write-ups of assets resulting from impairment tests, or comparable circumstances will lead to adjustments of the above financial ratios that are calculated on the basis of the IFRS consolidated financial statements. EVA changes resulting from a change in the WACC must be neutralised. No other adjustments are permitted. Achievement of financial targets is capped at 200%.

As a means of enhancing the EVN Group's sustainable business development ESG targets are defined for variable remuneration on the basis of the sustainability strategy presented in the Annual Financial Report. The ESG targets may be defined on an annual or multiannual basis. The relevant catalogue of criteria refers to the following topics, of which at least three targets will be included. Achievement of ESG targets is capped at 200%.

Environment	Social	Governance
<b>Taking account of ecological and environmental criteria</b>	<b>Taking account of social criteria when dealing with stakeholders</b>	<b>Taking account of corporate governance factors to further long-term sustainable and ethical development</b>
Energy management	Personnel	Compliance/integrity/ethics/corporate culture
Waste management	Suppliers	Risk management
Production	Customers	Organisational development
Environmental protection	Society	Data security

By means of the long-term account the variable remuneration from the achievement of financial targets and ESG targets of a period will be translated into a pro-rata annual payment, with 50% of the long-term account being paid in the first year after the end of the financial year in which the entitlement was earned. The remaining 50% will be carried forward.

In this way the stability of variable remuneration components will be secured, thus implementing the long-term and multiannual character of variable remuneration. This approach will create a multiannual perspective, on the one hand, and ensure that variable remuneration is linked to long-term business development, on the other hand. Consecutive years will be linked together by carrying forward the part of variable remuneration that is withheld as opening balance. The annual balance in the long-term account is calculated on the basis of the achievement rate regarding financial and ESG targets in the past financial year and the closing balance of the relevant previous year (= opening balance of the current financial year). Fifty per cent (50%) of the long-term account balance will be distributed every year, with the remaining 50% forming the closing balance of the long-term account, which will be transferred to subsequent periods. In the first year of appointment to the Executive Board a virtual opening balance will be assumed, which is calculated to ensure that in the case of a target achievement rate of 100% in the first year 100% of the variable remuneration related to financial and ESG targets can be disbursed.

The individual performance of each member of the Executive Board is measured on the basis of individually agreed annual targets and taken into account when calculating variable remuneration components. This is to create incentives to ensure that the Executive Board Members fulfil their specific tasks in accordance with the schedule of responsibilities. These targets support the current corporate-policy and strategic orientation of EVN. When defining those performance criteria we ensure that a long-term favourable development of the Corporation will be supported and that focusing on merely short-term effects will be avoided. Achievement of individual targets is capped at 100%.

Variable remuneration components not yet disbursed may be reduced (reduction) or claimed back (clawback) in accordance with C-Rule 27 of the Austrian Code of Corporate Governance. A reduction or clawback of variable remuneration components may be

done on the basis of clear provisions if the amount was fixed and disbursed on the basis of false data or due to a breach of duty by an Executive Board Member.

Benefits in money's worth which a member of the Executive Board is granted in connection with representing the interests of EVN, including for assuming offices in subsidiaries or group companies of the EVN Group, in statutory or voluntary interest groups or in connection with memberships of group entities must be paid to the Corporation.

Additional details of the design of the fixed and variable remuneration components are provided in the Remuneration Policy for EVN's Executive Board Members.

## 2.2 Disclosure of total remuneration

### 2.2.1 General information

In order to provide EVN's shareholders with a clear and comprehensible overview of the total remuneration of the Executive Board Members in accordance with the requirements of §78c AktG, the total remuneration of the Executive Board Members is shown in a table.<sup>1)</sup> A distinction is made between the remuneration owed and the remuneration granted.

1) The form of presentation is based on AFRAC Opinion No. 37.

The remuneration granted represents the remuneration components that are financially attributable to this reporting period based on legal or contractual obligations but will only be finally fixed and paid out in (a) later period(s). This also includes remuneration agreements that are linked to certain conditions (e.g. continued employment with the Corporation, fulfilment of defined criteria to be met in future etc.). Allocations to severance pay and pension provisions are not included.

The remuneration owed covers the amounts actually paid to the Board Member during a specific period which are attributable to that reporting period, as well as the entitlements conclusively earned for that period, even when payment will be made in a later period only.

In the past financial year the Executive Board of EVN consisted of Stefan Szyszkowitz (speaker of the Executive Board), Stefan Stallinger and Alexandra Wittmann.

Franz Mittermayer was Member of the Board until 31 March 2024. As all owed remuneration components were paid to him in the 2023/24 financial year and no further payments were granted, no additional amounts were paid to him in the 2024/25 financial year as a result of his work.

### 2.2.2 Fixed remuneration components

The fixed remuneration components actually paid to the Members of the Executive Board in the 2024/25 financial year include the base salary (which is paid in 14 instalments) as well as the following remuneration in kind and fringe benefits:

#### Fixed remuneration components

TEUR	SZYSZKOWITZ	STALLINGER	WITTMANN
Base salary	540.9	431.5	410.7
Accident insurance premium	1.8	1.8	1.8
Premium for supplementary group health insurance	1.6	1.8	1.8
Company car (incl. authorisation for private use and a driver for designated business purposes)	Primarily an all-electric car. The value of the remuneration in kind as defined by the Austrian Personal Income Tax Act [Einkommensteuergesetz/EStG] is TEUR 0 per year. The business-law book value (useful life: 6 years) was TEUR 53.9 as at 30 September 2024. Remuneration in kind of TEUR 0.3 was charged for temporary use of a non-electric car.	Primarily an all-electric car. The value of the remuneration in kind as defined by the Austrian Personal Income Tax Act [Einkommensteuergesetz/EStG] equals EUR 0 per year. The business-law book value (useful life: 6 years) was TEUR 55.0 as at 30 September 2024. Remuneration in kind of TEUR 0.2 was charged for temporary use of a non-electric car. Reimbursement of costs actually incurred in connection with car operating resources amounts to TEUR 1.5.	All-electric car. The value of the remuneration in kind as defined by the Austrian Personal Income Tax Act is TEUR 0 per year. The business-law book value (useful life: 6 years) was TEUR 51.9 as at 30 September 2025.
D&O insurance	The costs are borne by the Corporation.	The costs are borne by the Corporation.	The costs are borne by the Corporation.

### 2.2.3 Variable remuneration components

The amount actually paid out for variable remuneration components to the Members of the Executive Board in the 2024/25 financial year was calculated as follows:

Variable remuneration components			
TEUR	SZYSKOWITZ	STALLINGER	WITTMANN
Annual bonus – upfront payment for the 2024/25 financial year <sup>1)</sup>	97.4	0.0	0.0
Remaining payment – previous year's bonus for the 2023/24 financial year	62.6	61.2	9.9
Payments related to Members leaving the Executive Board in connection with final settlement of variable remuneration	0.0	0.0	0.0
<b>Total payment of variable remuneration in the 2024/25 financial year</b>	<b>160.0</b>	<b>61.2</b>	<b>9.9</b>

1) The monthly upfront payment as stipulated in the Remuneration Policy 2020 no longer applies to members newly appointed to the Executive Board. For Executive Board Members appointed before entry into force of the Remuneration Policy 2024 upfront payments will be reduced on a linear basis over four years.

The Remuneration Committee of the EVN Supervisory Board is responsible for ascertaining target achievement for the variable remuneration components and, consequently, for determining the absolute amounts of variable remuneration for the Executive Board Members for the 2024/25 financial year. This matter was discussed and resolved on by the Remuneration Committee at its meeting of 5 December 2025.

The earned entitlements from variable remuneration for the 2024/25 financial year, which will be paid out in the 2025/26 financial year as the "remaining payment – previous year's bonus", were calculated as follows:

Remaining payment – previous year's bonus			
TEUR	SZYSKOWITZ	STALLINGER	WITTMANN
Earned entitlement from variable remuneration for the 2024/25 financial year	227.2	173.0	164.7
Minus annual bonus – upfront payment for the 2024/25 financial year	97.4	—	—
<b>"Remaining payment – previous year's bonus" for the 2024/25 financial year to be paid out in the 2025/26 financial year</b>	<b>129.8</b>	<b>173.0</b>	<b>164.7</b>

### 2.2.4 Long-Term Incentive Programme

There is no long-term incentive programme for the Members of the Executive Board.

### 2.2.5 Total remuneration

The following table shows the development of the total remuneration actually paid to the Executive Board over time:

Total remuneration of the Executive Board	2024/25	2023/24	2022/23	2021/22	2020/21
TEUR					
Fixed remuneration	1,637.5	1,167.0	1,062.7	994.1	967.2
Variable remuneration	231.1	366.5	279.9	241.9	241.1
<b>Total remuneration</b>	<b>1,866.8</b>	<b>1,533.5</b>	<b>1,342.6</b>	<b>1,236.0</b>	<b>1,208.3</b>

The following table shows the development and composition of the total remuneration actually paid to each Member of the Executive Board in relation to the Corporation's financial performance:

Total remuneration – Stefan Szyszkowitz	2024/25	2023/24	2022/23	2021/22	2020/21
TEUR					
Fixed remuneration					
Fixed annual salary	540.9	515.9	477.4	446.9	434.8
Contributions to intercorporate pension fund	82.6	78.9	72.6	67.6	65.8
<b>Subtotal</b>	<b>623.5</b>	<b>594.9</b>	<b>550.0</b>	<b>514.5</b>	<b>500.6</b>
Variable remuneration					
Annual bonus					
Upfront payments	97.4	123.8	114.6	107.3	104.4
Remaining payment – Previous year's bonus	62.6	65.4	31.4	20.2	25.0
Variable remuneration amount paid	160.0	189.2	146.0	127.5	129.4
Performance-based LTIP	—	—	—	—	—
Upfront payment LTIP	—	—	—	—	—
<b>Subtotal</b>	<b>160.0</b>	<b>189.2</b>	<b>146.0</b>	<b>127.5</b>	<b>129.4</b>
Remuneration from affiliates					
Salary for activities as managing director of subsidiaries <sup>1)</sup>	—	—	—	—	—
<b>Subtotal</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>
Other remuneration					
One-off severance payment	—	—	—	—	—
<b>Subtotal</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>

Total remuneration – Stefan Szyszkowitz	2024/25	2023/24	2022/23	2021/22	2020/21
TEUR					
Total remuneration					
Fixed	623.5	594.9	550.0	514.5	500.6
Variable	160.0	189.2	146.0	127.5	129.4
Affiliates	—	—	—	—	—
Other	—	—	—	—	—
<b>Total</b>	<b>783.5</b>	<b>784.1</b>	<b>696.0</b>	<b>642.0</b>	<b>630.0</b>
Relative share of fixed remuneration (base salary) (%)	77%	73%	77%	78%	77%
Relative share of variable remuneration (%)	23%	27%	23%	22%	23%
Change in total remuneration (absolute)	-0.6	88.1	54.0	12.0	-14.9
Change in total remuneration (%)	-0.1%	12.7%	8.4%	1.9%	-2.3%
Change in average remuneration of employees (Group employees in Austria) (%) <sup>2)</sup>	3.9%	5.2%	6.3%	2.6%	1.0%
Change in the Corporation's financial performance (Group net result) (absolute)	-35,000.0	-58,000.0	320,100.0	-115,800.0	125,600.0
Change in the Corporation's financial performance (Group net result) (%)	-7.4%	-11.0%	—	-35.6%	62.9%

1) Stefan Szyszkowitz was not paid any salary for activities as managing director of subsidiaries in the past financial year. As a Supervisory Board member Stefan Szyszkowitz earned and fully assigned to EVN the following remuneration entitlements: Burgenland Holding AG (TEUR 4.2 in the 2024/25 financial year; TEUR 4.2 in the 2023/24 financial year; TEUR 4.2 in the 2022/23 financial year; TEUR 4.2 in the 2021/22 financial year; TEUR 4.1 in the 2020/21 financial year; EVN Macedonia EAD (TEUR 1.56 in the 2024/25 financial year; TEUR 1.56 in the 2023/24 financial year; TEUR 1.56 in the 2022/23 financial year; TEUR 1.56 in the 2021/22 financial year; TEUR 1.45 in the 2020/21 financial year;

2) From the 2024/25 financial year onwards, the change in average employee compensation will be calculated based on the median, in accordance with the CSRD guidelines. The previous calculation method would result in a change in average employee compensation of 4.77%.

Total remuneration – Stefan Stallinger	
TEUR	
Fixed remuneration	
Fixed annual salary	431.5
Contributions to intercorporate pension fund	86.3
<b>Subtotal</b>	<b>517.8</b>
Variable remuneration	
Annual bonus	
Upfront payments	0
Remaining payment – Previous year's bonus	61.2
Variable remuneration amount paid	0
Performance-based LTIP	
Upfront payment LTIP	0
<b>Subtotal</b>	<b>61.2</b>
Remuneration from affiliates	
Salary for activities as managing director of subsidiaries <sup>1)</sup>	0
<b>Subtotal</b>	<b>0</b>
Other remuneration	
One-off severance pay	0
<b>Subtotal</b>	<b>—</b>

	2024/25	2023/24

Total remuneration – Stefan Stallinger	
TEUR	
Total remuneration	
Fixed	517.8
Variable	61.2
Affiliates	—
Other	—
<b>Total</b>	<b>579.0</b>
Relative share of fixed remuneration (base salary) (%)	88%
Relative share of variable remuneration (%)	12%
Change in total remuneration (absolute)	351.7
Change in total remuneration (%)	—
Change in average remuneration of employees (Group employees in Austria) (%) <sup>2)</sup>	3.9%
Change in the Corporation's financial performance (Group net result) (absolute)	-35,000.0
Change in the Corporation's financial performance (Group net result) (%)	-7.4%
	5.2%
	-58,000.0
	-11.0%

1) Stefan Stallinger was not paid any salary for activities as managing director of subsidiaries in the past financial year. As a Supervisory Board member Stefan Stallinger earned and fully assigned to EVN the following remuneration entitlements: Burgenland Holding AG (TEUR 2.9 in the 2024/25 financial year; TEUR 1.6 in the 203/24 financial year).

2) From the 2024/25 financial year onwards, the change in average employee compensation will be calculated based on the median, in accordance with the CSRD guidelines. The previous calculation method would result in a change in average employee compensation of 4.77%.

Total remuneration – Alexandra Wittmann		2024/25	2023/24
TEUR			
Fixed remuneration			
Fixed annual salary		410.7	30.7
Contributions to intercorporate pension fund		83.7	6.1
<b>Subtotal</b>		<b>494.4</b>	<b>36.8</b>
Variable remuneration			
Annual bonus			
Upfront payments		0.0	—
Remaining payment – Previous year's bonus		9.9	—
Variable remuneration amount paid		0.0	—
Performance-based LTIP		0.0	—
Upfront payment LTIP		0.0	—
<b>Subtotal</b>		<b>9.9</b>	<b>—</b>
Remuneration from affiliates			
Salary for activities as managing director of subsidiaries <sup>1)</sup>		0.0	—
<b>Subtotal</b>		<b>0.0</b>	<b>—</b>
Other remuneration			
One-off severance pay		0.0	—
<b>Subtotal</b>		<b>0.0</b>	<b>—</b>

Total remuneration – Alexandra Wittmann	TEUR	2024/25	2023/24
Total remuneration			
Fixed		494.4	36.8
Variable		9.9	—
Affiliates		—	—
Other		—	—
<b>Total</b>		<b>504.3</b>	<b>36.8</b>
Relative share of fixed remuneration (base salary) (%)		98%	100%
Relative share of variable remuneration (%)		2%	0%
Change in total remuneration (absolute)		467.5	—
Change in total remuneration (%)		—	—
Change in average remuneration of employees (Group employees in Austria) (%) <sup>2)</sup>		3.9%	5.2%
Change in the Corporation's financial performance (Group net result) (absolute)		–35,000.0	–58,000.0
Change in the Corporation's financial performance (Group net result) (%)		–7.4%	–11.0%

1) Alexandra Wittmann was not paid any salary for activities as managing director of subsidiaries in the past financial year. As a Supervisory Board member Alexandra Wittmann earned and fully assigned to EVN the following remuneration entitlements: Burgenland Holding AG (TEUR 1.05 in the 2024/25 financial year); EVN Macedonia EAD (TEUR 1.56 in the 2024/25 financial year; TEUR 0.13 in the 2023/24 financial year).

2) From the 2024/25 financial year onwards, the change in average employee compensation will be calculated based on the median, in accordance with the CSRD guidelines. The previous calculation method would result in a change in average employee compensation of 4.77%.

Total remuneration – Franz Mittermayer					
TEUR	2024/25 <sup>1)</sup>	2023/24	2022/23	2021/22	2020/21
<b>Fixed remuneration</b>					
Fixed annual salary	0	272.6	445.5	417.1	405.8
Contributions to intercorporate pension fund	0	35.4	67.1	62.5	60.8
<b>Subtotal</b>	<b>0</b>	<b>308.0</b>	<b>512.6</b>	<b>479.6</b>	<b>466.6</b>
<b>Variable remuneration</b>					
Annual bonus					
Upfront payments	0	65.4	106.9	100.1	97.4
Remaining payment – previous year's bonus	0	59.8	27.0	14.3	14.3
Remaining payment – current financial year		16.4	—	—	—
Remaining payment – LTA		35.7	—	—	—
Variable remuneration amount paid	0	177.3	133.9	114.4	111.7
Performance-based LTIP	0	—	—	—	—
Upfront payment LTIP	0	—	—	—	—
<b>Subtotal</b>	<b>0</b>	<b>177.3</b>	<b>133.9</b>	<b>114.4</b>	<b>111.7</b>
<b>Remuneration from affiliates</b>					
Salary for activities as managing director of subsidiaries <sup>2)</sup>		—	—	—	—
<b>Subtotal</b>		—	—	—	—
<b>Other remuneration<sup>3)</sup></b>					
One-off severance pay		—	—	—	—
<b>Subtotal</b>		—	—	—	—

Total remuneration – Franz Mittermayer		2024/25 <sup>1)</sup>	2023/24	2022/23	2021/22	2020/21
TEUR	2024/25 <sup>1)</sup>	2023/24	2022/23	2021/22	2020/21	
<b>Total remuneration</b>						
Fixed	0	308.0	512.6	479.6	466.6	
Variable	0	177.3	133.9	114.4	111.7	
Affiliates	0	—	—	—	—	
Other	0	—	—	—	—	
<b>Total</b>	<b>0</b>	<b>485.3</b>	<b>646.5</b>	<b>594.0</b>	<b>578.3</b>	
Relative share of fixed remuneration (base salary) (%)						
	0	61%	77%	78%	78%	
Relative share of variable remuneration (%)						
	0	39%	23%	22%	22%	
Change in total remuneration (absolute)						
	0	161.2	52.5	15.7	−5.4	
Change in total remuneration (%)						
	0	−24.9%	8.8%	2.7%	−0.9%	
Change in average remuneration of employees (Group employees in Austria) (%)						
	0	5.2%	6.3%	2.6%	1.0%	
Change in the Corporation's financial performance (Group net result) (absolute)						
	0	−58,000.0	320,100.0	−115,800.0	125,600.0	
Change in the Corporation's financial performance (Group net result) (%)						
	0	−11.0%	—	−35.6%	62.9%	

1) Franz Mittermayer was a member of the Executive Board until March 31, 2024. Since all his owed compensation components were paid out in the 2023/24 financial year and no further payments were made to him, no additional payments were made to him in the 2024/25 financial year in connection with his work..

2) Franz Mittermayer was not paid any salary for activities as managing director of subsidiaries in the past financial year.

As a Supervisory Board member Franz Mittermayer earned and fully assigned to EVN the following remuneration entitlements: Burgenland Holding AG (TEUR 1.3 in the 2023/24 financial year; TEUR 3.2 in the 2022/23 financial year; TEUR 3.2 in the 2021/22 financial year; TEUR 3.1 in the 2020/21 financial year; TEUR 2.7 in the 2010/21 financial year).

3) Information on the one-off severance payment can be found in the table "Total remuneration of former Executive Board Members" on page 12.

The total remuneration of former Members of the Executive Board and their surviving dependents are presented as a cumulative amount in the following table. The Remuneration Policy did not apply to these payments.

Total remuneration of former Executive Board Members	TEUR	2024/25	2023/24	2022/23	2021/22	2020/21
Total emoluments		1,100.4	1,224.2 <sup>1)</sup>	1,034.4	1,008.4	1,159.3

1) Includes a severance payment to Franz Mittermayer in the amount of TEUR 378.2.

## 2.2.6 Conformity of total remuneration with the Remuneration Policy

According to the Remuneration Policy, the total remuneration of the members of the Executive Board must reasonably reflect the position of the Corporation and the remuneration paid by comparable companies.

EVN is listed on the Vienna Stock Exchange and does business both nationally and internationally. The Corporation is included in the Austrian Traded Index (ATX), and the use of available data on ATX companies as a benchmark is therefore useful.

An analysis<sup>1)</sup> carried out by the Labour Chamber for Vienna ("Kammer für Arbeiter und Angestellte für Wien") in July 2025 covering all 20 companies listed in the ATX shows that the average executive board salary paid in the 2024 financial year was EUR 2.3m.

1) Executive Compensation in ATX Companies 2025 – Salary ranking, remuneration policy and remuneration reports July 2025 (available in German only) ([https://wien.arbeiterkammer.at/interessenvertretung/verteilungsgerechtigkeit/ATX\\_Verguetungsstudie\\_2025.pdf](https://wien.arbeiterkammer.at/interessenvertretung/verteilungsgerechtigkeit/ATX_Verguetungsstudie_2025.pdf)), the link was last retrieved on 25 November 2025

This information shows that the remuneration of the EVN Executive Board is below this average in terms of the amount of the fixed remuneration components and of the percentage of variable remuneration. In addition, this information shows that also the total remuneration lies below this average but within an appropriate range.

The variable remuneration scheme defined by the Remuneration Policy offers incentives for a sustainable development of the Corporation and supports the corporate strategy and the Corporation's long-term development. This is done through the definition of ambitious target corridors by the Remuneration Committee for two quantitative performance criteria which are relevant to the Corporation's development: "Δ Group EVA" and "Average contribution to Group cash flow".

The Remuneration Committee also sets annual or multiannual ESG targets as well as annual individual targets, which are based on the requirements defined by the Remuneration Policy. This is intended to create suitable incentives for the Members of the Executive Board to actively develop and pursue the corporate strategy and, in this way, safeguard the Corporation's sustainable, long-term development against the background of the framework conditions prevailing from time to time.

Excessive risk-taking is not encouraged by the extent of the variable remuneration components, the underlying indicators or the specifically agreed individual targets.

The relation between fixed and variable remuneration components ultimately guarantees that the achievement of short-term, bonus-relevant targets is not a priority. Variable remuneration equals 30% of the fixed remuneration based on 100% target achievement and a maximum of 55.5% of the base salary if the targets are exceeded.

## 2.3 Information on share-based remuneration

EVN has no stock option plan, and no shares were offered or granted to Executive Board Members.<sup>2)</sup>

2) For the sake of completeness, the following directors' dealings by members of the Executive Board (Art. 19 MAR) are listed: Stefan Szyszkowitz, Alexandra Wittmann and Stefan Stallingen each purchased an aggregate of 945 shares at a price of EUR 21.50 per share. These purchases were made without any connection to their responsibilities as members of the EVN Executive Board.

## 2.4 Other disclosures and explanations

### 2.4.1 Derogations from the Remuneration Policy

There were no derogations from the Remuneration Policy or the implementation procedures defined therein during the past financial year.

### 2.4.2 Clawback of variable remuneration components

There were no clawback claims involving variable remuneration components in the past financial year.

### 2.4.3 Voting results from the last Annual General Meeting

The Remuneration Report for the 2023/24 financial year was approved by the 96<sup>th</sup> Annual General Meeting on 26 February 2025 by 95.01% of the valid votes cast. Therefore, there was no need for actions or adjustments to the Remuneration Report, also because of the fact that a new Remuneration Policy was resolved by that Annual General Meeting.

### **3 Remuneration Report on the emoluments of the Members of the Supervisory Board**

#### **3.1 Principles of the Remuneration Policy**

The Remuneration Policy serves the purpose of implementing the statutory provisions and is, in particular, supposed to ensure that the Supervisory Board Members are granted remuneration for their work in line with their tasks, their responsibilities and the Corporation's situation. The Policy is intended to secure the sustainable business strategy and long-term growth of EVN and at the same time the objectivity and independence of the supervisory body.

The remuneration scheme for Members of the Supervisory Board must be designed in line with market standards and offer attractive incentives for the Corporation to recruit adequately qualified persons to work for an international listed entity possessing a diversified investment portfolio. In addition, it must bring about a balanced composition of the body in terms of expertise and personalities. In this context a special focus is on diversity in terms of equal gender representation, internationality and the members' professional backgrounds as well as a balanced age structure.

Remuneration will be resolved on by the Annual General Meeting and comprised of an annual base remuneration and an attendance fee for each meeting.

Every Supervisory Board Member shall be entitled to an annual base remuneration, which will be paid afterwards on a quarterly basis. The amount of such base remuneration may vary among Supervisory Board Members according to objective criteria, including according to their roles (e.g. chair; deputy chair; chair or membership of committees).

The attendance fees take account of the fact that the number of meetings and the time spent may vary, in particular in connection with the role of a member of (a) committee(s).

If the Annual General Meeting resolves on the annual base remuneration as an aggregate amount for all Supervisory Board Members, it may authorise the Supervisory Board to split the aggregate amount between its members based on objective criteria.

Pursuant to Section 110(3) of the Austrian Labour Code [Arbeitsverfassungsgesetz/ArbVG] the employee representatives on the Supervisory Board perform their office on an honorary basis and are paid no remuneration.

Every Supervisory Board Member, including the employee representatives on the Supervisory Board, are entitled to reimbursement of reasonable expenses.

Members of the Supervisory Board may be promised to be included in a D&O insurance (third-party liability insurance for directors and officers) and a legal expenses insurance with risk-adequate cover. The insurance premiums shall be paid by the Corporation.

To ensure impartial supervision of the Executive Board by the Supervisory Board the Members of the Supervisory Board are paid no variable remuneration.

Former Members of the Supervisory Board are not paid any retirement benefits or other allowances.

Details of the design of the fixed and variable remuneration components are provided in the Remuneration Policy for EVN's Supervisory Board Members. The Remuneration Policy is available at [www.evn.at/remunerationpolicy](http://www.evn.at/remunerationpolicy).

#### **3.2 Disclosure of total remuneration**

##### **3.2.1 General information**

In order to provide EVN's shareholders with a clear and comprehensible overview of the total remuneration of the Supervisory Board Members in accordance with the requirements of Section 98a in conjunction with Section 78c AktG, the total remuneration of the Supervisory Board Members is shown in a table.<sup>1)</sup>

1) The form of presentation is based on AFRAC Opinion No. 37.

In the 2024/25 financial year

- Reinhard Wolf (Chairman),
- Jochen Danninger (Deputy Chairman),
- Willi Stiowicek (Deputy Chairman),
- Georg Bartmann,
- Gustav Dressler,
- Philipp Gruber,
- Maria Patek, MBA,
- Angela Stransky,
- Peter Weinelt and
- Veronika Wüster

were appointed Members of EVN's Supervisory Board as shareholder representatives (together the "Members of the Supervisory Board", the "Supervisory Board Members" or the "Supervisory Board") and were paid remuneration as such.

Pursuant to Section 110(3) ArbVG the employee representatives on the Supervisory Board exercise their offices on an honorary basis and are paid no remuneration.

##### **3.2.2 Fixed remuneration components**

Pursuant to the resolution of the Annual General Meeting on February 26, 2025, the base remuneration per financial year was determined as follows:

Chairperson: EUR 25,000  
Deputy: EUR 16,000  
Member: EUR 12,500

The base remuneration shall be paid in four instalments one each at the end of every calendar quarter. If the term of office of a Supervisory Board member starts or ends during a financial year, the base remuneration shall be paid on a pro-rata basis.

Attendance fee per meeting: EUR 1,000

Both the base remuneration and the attendance fee are gross amounts. They shall be adjusted for inflation as of the beginning of a financial year in line with the change of the Austrian Consumer Price Index 2020 compared to the previous year. The basis for calculation of the adjustment shall be the index figure published for July 2024. For adjustment of the base remuneration and the attendance fee that index figure shall be compared with the index figure published for the month of July of each subsequent calendar year. The percentage index change shall apply to all remuneration relating to the financial year of EVN AG following the month of July.

Members of the Supervisory Board shall be included in a D&O insurance (third-party liability insurance for directors and officers) and a legal expenses insurance with risk-adequate cover (total sum insured up to EUR 100,000,000). Insurance premiums payable for the same shall be paid and borne by the Corporation.

### 3.2.3 Variable remuneration components

In conformity with the Remuneration Policy no performance-based variable remuneration components were paid to the Supervisory Board Members in the 2024/25 financial year. An overview of the approved attendance fees is provided in the following tables.

### 3.2.4 Total remuneration

The following table shows the development and composition of the total remuneration actually paid to each Member of the Supervisory Board:

Total remuneration per Supervisory Board Member 2024/25<sup>1)</sup>

TEUR	WOLF	DANNINGER	STIOWICEK	BARTMANN	DRESSLER
<b>Fixed remuneration</b>					
Base remuneration	23.3	15.3	15.3	12.0	12.0
Contributions to intercorporate pension fund	—	—	—	—	—
<b>Subtotal</b>	<b>23.3</b>	<b>15.3</b>	<b>15.3</b>	<b>12.0</b>	<b>12.0</b>
<b>Variable remuneration</b>					
Attendance fees <sup>2)</sup>	24.0	24.0	24.0	22.0	7.0
<b>Subtotal</b>	<b>24.0</b>	<b>24.0</b>	<b>24.0</b>	<b>22.0</b>	<b>7.0</b>
<b>Remuneration from affiliates</b>					
Salary for activities as managing director of subsidiaries	—	—	—	—	—
<b>Subtotal</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>
<b>Other remuneration</b>					
One-off severance pay	—	—	—	—	—
<b>Subtotal</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>

## Total remuneration per Supervisory Board Member 2024/25

TEUR	WOLF	DANNINGER	STIOWICEK	BARTMANN	DRESSLER
<b>Remuneration from previous corporate offices</b>					
Retirement benefits	—	—	—	—	—
<b>Subtotal</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>
<b>Total remuneration</b>					
Fixed	23.3	15.3	15.3	12.0	12.0
Variable	24.0	24.0	24.0	22.0	7.0
Affiliates	—	—	—	—	—
Other	—	—	—	—	—
Retirement benefits (former Supervisory Board Members)	—	—	—	—	—
<b>Total</b>	<b>47.3</b>	<b>39.3</b>	<b>39.3</b>	<b>34.0</b>	<b>19.0</b>

Total remuneration  
of the Supervisory Board  
in 2024/25**258.0**

1) The use of automatic data processing equipment can lead to rounding differences in the addition of rounded amounts and percentage rates

2) The attendance fees are considered part of variable remuneration in accordance with the Remuneration Policy but are not performance-based.

## Total remuneration per Supervisory Board Member 2024/25

TEUR	GRUBER <sup>1)</sup>	PATEK	STRANSKY	WEINELT	WÜSTER
<b>Fixed remuneration</b>					
Base remuneration	—	12.0	12.0	12.0	12.0
Contributions to intercorporate pension fund	—	—	—	—	—
<b>Subtotal</b>	—	12.0	12.0	12.0	12.0
<b>Variable remuneration</b>					
Attendance fees <sup>2)</sup>	—	13.0	7.0	5.0	6.0
<b>Subtotal</b>	—	<b>13.0</b>	<b>7.0</b>	<b>5.0</b>	<b>6.0</b>
<b>Remuneration from affiliates</b>					
Salary for activities as managing director of subsidiaries	—	—	—	—	—
<b>Subtotal</b>	—	—	—	—	—
<b>Other remuneration</b>					
One-off severance pay	—	—	—	—	—
<b>Subtotal</b>	—	—	—	—	—

## Total remuneration per Supervisory Board Member 2024/25

TEUR	GRUBER <sup>1)</sup>	PATEK	STRANSKY	WEINELT	WÜSTER
<b>Remuneration from previous corporate offices</b>					
Retirement benefits	—	—	—	—	—
<b>Subtotal</b>	—	—	—	—	—
<b>Total remuneration</b>					
Fixed	—	12.0	12.0	12.0	12.0
Variable	—	13.0	7.0	5.0	6.0
Affiliates	—	—	—	—	—
Other	—	—	—	—	—
Retirement benefits (former Supervisory Board Members)	—	—	—	—	—
<b>Total</b>	—	<b>25.0</b>	<b>19.0</b>	<b>17.0</b>	<b>18.0</b>

## Total remuneration of the Supervisory Board in 2023/24

**258.0**

1) Waived his designated remuneration and attendance fees.

2) The attendance fees are considered part of variable remuneration in accordance with the Remuneration Policy but are not performance-based.

## Total remuneration per Supervisory Board Member 2023/24

TEUR	WOLF	DANNINGER	STIOWICEK	BARTMANN	DRESSLER
<b>Fixed remuneration</b>					
Base remuneration	18.2	13.2	13.2	10.6	10.6
Contributions to intercorporate pension fund	—	—	—	—	—
<b>Subtotal</b>	<b>18.2</b>	<b>13.2</b>	<b>13.2</b>	<b>10.6</b>	<b>10.6</b>
<b>Variable remuneration</b>					
Attendance fees <sup>1)</sup>	7.0	7.0	7.0	7.0	2.5
<b>Subtotal</b>	<b>7.0</b>	<b>7.0</b>	<b>7.0</b>	<b>7.0</b>	<b>2.5</b>
<b>Remuneration from affiliates</b>					
Salary for activities as managing director of subsidiaries	—	—	—	—	—
<b>Subtotal</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>
<b>Other remuneration</b>					
One-off severance pay	—	—	—	—	—
<b>Subtotal</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>

## Total remuneration per Supervisory Board Member 2023/24

TEUR	WOLF	DANNINGER	STIOWICEK	BARTMANN	DRESSLER
<b>Remuneration from previous corporate offices</b>					
Retirement benefits	—	—	—	—	—
<b>Subtotal</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>
<b>Total remuneration</b>					
Fixed	18.2	13.2	13.2	10.6	10.6
Variable	7.0	7.0	7.0	7.0	2.5
Affiliates	—	—	—	—	—
Other	—	—	—	—	—
Retirement benefits (former Supervisory Board Members)	—	—	—	—	—
<b>Total</b>	<b>25.2</b>	<b>20.2</b>	<b>20.2</b>	<b>17.6</b>	<b>13.1</b>

## Total remuneration of the Supervisory Board in 2023/24

**148.7**

1) The attendance fees are considered part of variable remuneration in accordance with the Remuneration Policy but are not performance-based.

## Total remuneration per Supervisory Board Member 2023/24

TEUR	GRUBER <sup>1)</sup>	PATEK	STRANSKY	WEINELT	WÜSTER
<b>Fixed remuneration</b>					
Base remuneration	—	10.6	10.6	10.6	10.6
Contributions to intercorporate pension fund	—	—	—	—	—
<b>Subtotal</b>	—	10.6	10.6	10.6	10.6
<b>Variable remuneration</b>					
Attendance fees <sup>2)</sup>	—	3.0	2.0	2.5	2.5
<b>Subtotal</b>	—	<b>3.0</b>	<b>2.0</b>	<b>2.5</b>	<b>2.5</b>
<b>Remuneration from affiliates</b>					
Salary for activities as managing director of subsidiaries	—	—	—	—	—
<b>Subtotal</b>	—	—	—	—	—
<b>Other remuneration</b>					
One-off severance pay	—	—	—	—	—
<b>Subtotal</b>	—	—	—	—	—

## Total remuneration per Supervisory Board Member 2023/24

TEUR	GRUBER <sup>1)</sup>	PATEK	STRANSKY	WEINELT	WÜSTER
<b>Remuneration from previous corporate offices</b>					
Retirement benefits	—	—	—	—	—
<b>Subtotal</b>	—	—	—	—	—
<b>Total remuneration</b>					
Fixed	—	10.6	10.6	10.6	10.6
Variable	—	3.0	2.0	2.5	2.5
Affiliates	—	—	—	—	—
Other	—	—	—	—	—
Retirement benefits (former Supervisory Board Members)	—	—	—	—	—
<b>Total</b>	—	<b>13.6</b>	<b>12.6</b>	<b>13.1</b>	<b>13.1</b>

Total remuneration  
of the Supervisory Board  
in 2023/24**148.7**

1) Waived his designated remuneration and attendance fees.

2) The attendance fees are considered part of variable remuneration in accordance with the Remuneration Policy but are not performance-based.

## Total remuneration per Supervisory Board Member 2022/23

TEUR	GLATZ-KREMSNER <sup>1)</sup>	WOLF <sup>2)</sup>	GRIESMAYR <sup>1)</sup>	DANNINGER <sup>2)</sup>	STIOWICEK	BARTMANN
Fixed remuneration						
Base remuneration	17.6	0.6	12.8	0.4	13.2	10.6
Contributions to intercorporate pension fund	—	—	—	—	—	—
<b>Subtotal</b>	<b>17.6</b>	<b>0.6</b>	<b>12.8</b>	<b>0.4</b>	<b>13.2</b>	<b>10.6</b>
Variable remuneration						
Attendance fees <sup>3)</sup>	8.5	3.0	8.0	3.0	11.5	9.0
<b>Subtotal</b>	<b>8.5</b>	<b>3.0</b>	<b>8.0</b>	<b>3.0</b>	<b>11.5</b>	<b>9.0</b>
Remuneration from affiliates						
Salary for activities as managing director of subsidiaries	—	—	—	—	—	—
<b>Subtotal</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>
Other remuneration						
One-off severance pay	—	—	—	—	—	—
<b>Subtotal</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>

## Total remuneration per Supervisory Board Member 2022/23

TEUR	GLATZ-KREMSNER <sup>1)</sup>	WOLF <sup>2)</sup>	GRIESMAYR <sup>1)</sup>	DANNINGER <sup>2)</sup>	STIOWICEK	BARTMANN
Remuneration from previous corporate offices						
Retirement benefits	—	—	—	—	—	—
<b>Subtotal</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>
Total remuneration						
Fixed	17.6	0.6	12.8	0.4	13.2	10.6
Variable	8.5	3.0	8.0	3.0	11.5	9.0
Affiliates	—	—	—	—	—	—
Other	—	—	—	—	—	—
Retirement benefits (former Supervisory Board Members)	—	—	—	—	—	—
<b>Total</b>	<b>26.1</b>	<b>3.6</b>	<b>20.8</b>	<b>3.4</b>	<b>24.7</b>	<b>19.6</b>

## Total remuneration of the Supervisory Board in 2022/23

**172.7**

1) Member of the Supervisory Board until 19 June 2023

2) Member of the Supervisory Board since 19 June 2023

3) The attendance fees are considered part of variable remuneration in accordance with the Remuneration Policy but are not performance-based.

## Total remuneration per Supervisory Board Member 2022/23

TEUR	DRESSLER	GRUBER <sup>1)</sup>	PATEK	STRANSKY	WEINELT	WÜSTER <sup>2)</sup>	ZIBUSCHKA <sup>1)</sup>
Fixed remuneration							
Base remuneration	10.6	—	10.6	10.6	10.6	0.3	10.3
Contributions to intercorporate pension fund	—	—	—	—	—	—	—
<b>Subtotal</b>	<b>10.6</b>	—	<b>10.6</b>	<b>10.6</b>	<b>10.6</b>	<b>0.3</b>	<b>10.3</b>
Variable remuneration							
Attendance fees <sup>4)</sup>	4.0	—	4.5	4.5	3.5	1.5	3.5
<b>Subtotal</b>	<b>4.0</b>	—	<b>4.5</b>	<b>4.5</b>	<b>3.5</b>	<b>1.5</b>	<b>3.5</b>
Remuneration from affiliates							
Salary for activities as managing director of subsidiaries	—	—	—	—	—	—	—
<b>Subtotal</b>	—	—	—	—	—	—	—
Other remuneration							
One-off severance pay	—	—	—	—	—	—	—
<b>Subtotal</b>	—	—	—	—	—	—	—

## Total remuneration per Supervisory Board Member 2022/23

TEUR	DRESSLER	GRUBER <sup>1)</sup>	PATEK	STRANSKY	WEINELT	WÜSTER <sup>2)</sup>	ZIBUSCHKA <sup>3)</sup>
Remuneration from previous corporate offices							
Retirement benefits	—	—	—	—	—	—	—
<b>Subtotal</b>	—	—	—	—	—	—	—
Total remuneration							
Fixed	10.6	—	10.6	10.6	10.6	0.3	10.3
Variable	4.0	—	4.5	4.5	3.5	1.5	3.5
Affiliates	—	—	—	—	—	—	—
Other	—	—	—	—	—	—	—
Retirement benefits (former Supervisory Board Members)	—	—	—	—	—	—	—
<b>Total</b>	<b>14.6</b>	—	<b>15.1</b>	<b>15.1</b>	<b>14.1</b>	<b>1.8</b>	<b>13.8</b>

## Total remuneration of the Supervisory Board in 2022/23

**172.7**

1) Waived his designated remuneration and attendance fees.

2) Member of the Supervisory Board since 19 June 2023

3) Member of the Supervisory Board until 19 June 2023

4) The attendance fees are considered part of variable remuneration in accordance with the Remuneration Policy but are not performance-based.

## Total remuneration per Supervisory Board Member 2021/22

TEUR	GLATZ-KREMSNER	GRIESMAYR	STIOWICEK	BARTMANN	DRESSLER	GRUBER <sup>1)</sup>
<b>Fixed remuneration</b>						
Base remuneration	18.2	13.2	13.2	10.6	10.6	—
Contributions to intercorporate pension fund	—	—	—	—	—	—
<b>Subtotal</b>	<b>18.2</b>	<b>13.2</b>	<b>13.2</b>	<b>10.6</b>	<b>10.6</b>	—
<b>Variable remuneration</b>						
Attendance fees <sup>2)</sup>	8.5	8.5	8.5	7.0	3.5	—
<b>Subtotal</b>	<b>8.5</b>	<b>8.5</b>	<b>8.5</b>	<b>7.0</b>	<b>3.5</b>	—
<b>Remuneration from affiliates</b>						
Salary for activities as managing director of subsidiaries	—	—	—	—	—	—
<b>Subtotal</b>	—	—	—	—	—	—
<b>Other remuneration</b>						
One-off severance pay	—	—	—	—	—	—
<b>Subtotal</b>	—	—	—	—	—	—

## Total remuneration per Supervisory Board Member 2021/22

TEUR	GLATZ-KREMSNER	GRIESMAYR	STIOWICEK	BARTMANN	DRESSLER	GRUBER <sup>1)</sup>
<b>Remuneration from previous corporate offices</b>						
Retirement benefits	—	—	—	—	—	—
<b>Subtotal</b>	—	—	—	—	—	—
<b>Total remuneration</b>						
Fixed	18.2	13.2	13.2	10.6	10.6	—
Variable	8.5	8.5	8.5	7.0	3.5	—
Affiliates	—	—	—	—	—	—
Other	—	—	—	—	—	—
Retirement benefits (former Supervisory Board Members)	—	—	—	—	—	—
<b>Total</b>	<b>26.7</b>	<b>21.7</b>	<b>21.7</b>	<b>17.6</b>	<b>14.1</b>	—

## Total remuneration of the Supervisory Board in 2021/22

**156.7**

1) Waived his designated remuneration and attendance fees.

2) The attendance fees are considered part of variable remuneration in accordance with the Remuneration Policy but are not performance-based.

## Total remuneration per Supervisory Board Member 2021/22

TEUR	PATEK	STRANSKY	WEINELT	ZIBUSCHKA
<b>Fixed remuneration</b>				
Base remuneration	10.6	10.6	10.6	10.6
Contributions to intercorporate pension fund	—	—	—	—
<b>Subtotal</b>	<b>10.6</b>	<b>10.6</b>	<b>10.6</b>	<b>10.6</b>
<b>Variable remuneration</b>				
Attendance fees <sup>1)</sup>	3.0	3.5	2.5	3.5
<b>Subtotal</b>	<b>3.0</b>	<b>3.5</b>	<b>2.5</b>	<b>3.5</b>
<b>Remuneration from affiliates</b>				
Salary for activities as managing director of subsidiaries	—	—	—	—
<b>Subtotal</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>
<b>Other remuneration</b>				
One-off severance pay	—	—	—	—
<b>Subtotal</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>

## Total remuneration per Supervisory Board Member 2021/22

TEUR	PATEK	STRANSKY	WEINELT	ZIBUSCHKA
<b>Remuneration from previous corporate offices</b>				
Retirement benefits	—	—	—	—
<b>Subtotal</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>
<b>Total remuneration</b>				
Fixed	10.6	10.6	10.6	10.6
Variable	3.0	3.5	2.5	3.5
Affiliates	—	—	—	—
Other	—	—	—	—
Retirement benefits (former Supervisory Board Members)	—	—	—	—
<b>Total</b>	<b>13.6</b>	<b>14.1</b>	<b>13.1</b>	<b>14.1</b>

Total remuneration  
of the Supervisory Board  
in 2021/22**156.7**

1) The attendance fees are considered part of variable remuneration in accordance with the Remuneration Policy but are not performance-based.

## Total remuneration per Supervisory Board Member 2020/21

TEUR	GLATZ-KREMSNER	GRIESMAYR	STIOWICEK	BARTMANN <sup>1)</sup>	DRESSLER <sup>1)</sup>	GRUBER <sup>2)</sup>	LUTZ <sup>3)</sup>
<b>Fixed remuneration</b>							
Base remuneration	18.2	13.2	13.2	5.3	5.3	—	5.3
Contributions to intercorporate pension fund	—	—	—	—	—	—	—
<b>Subtotal</b>	<b>18.2</b>	<b>13.2</b>	<b>13.2</b>	<b>5.3</b>	<b>5.3</b>	<b>—</b>	<b>5.3</b>
<b>Variable remuneration</b>							
Attendance fees <sup>4)</sup>	7.5	7.5	7.5	3.5	2.0	—	1.5
<b>Subtotal</b>	<b>7.5</b>	<b>7.5</b>	<b>7.5</b>	<b>3.5</b>	<b>2.0</b>	<b>—</b>	<b>1.5</b>
<b>Remuneration from affiliates</b>							
Salary for activities as managing director of subsidiaries	—	—	—	—	—	—	—
<b>Subtotal</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>
<b>Other remuneration</b>							
One-off severance pay	—	—	—	—	—	—	—
<b>Subtotal</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>
—	—	—	—	—	—	—	—

## Total remuneration per Supervisory Board Member 2020/21

TEUR	GLATZ-KREMSNER	GRIESMAYR	STIOWICEK	BARTMANN <sup>1)</sup>	DRESSLER <sup>1)</sup>	GRUBER <sup>2)</sup>	LUTZ <sup>3)</sup>
<b>Remuneration from previous corporate offices</b>							
Retirement benefits	—	—	—	—	—	—	—
<b>Subtotal</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>
<b>Total remuneration</b>							
Fixed	18.2	13.2	13.2	5.3	5.3	—	5.3
Variable	7.5	7.5	7.5	3.5	2.0	—	1.5
Affiliates	—	—	—	—	—	—	—
Other	—	—	—	—	—	—	—
Retirement benefits (former Supervisory Board Members)	—	—	—	—	—	—	—
<b>Total</b>	<b>25.7</b>	<b>20.7</b>	<b>20.7</b>	<b>8.8</b>	<b>7.3</b>	<b>—</b>	<b>6.8</b>

## Total remuneration of the Supervisory Board in 2020/21

154.7

1) Member of the Supervisory Board since 21 January 2021

2) Waived his designated remuneration and attendance fees.

3) Member of the Supervisory Board until 21 January 2021

4) The attendance fees are considered part of variable remuneration in accordance with the Remuneration Policy but are not performance-based.

## Total remuneration per Supervisory Board Member 2020/21

TEUR	MEISSL <sup>1)</sup>	PATEK <sup>2)</sup>	SCHARN-HORST <sup>1)</sup>	STRANSKY	WEINELT <sup>2)</sup>	ZIBUSCHKA	ZÜGEL <sup>1)</sup>
<b>Fixed remuneration</b>							
Base remuneration	5.3	5.3	5.3	10.6	5.3	10.6	5.3
Contributions to intercorporate pension fund	—	—	—	—	—	—	—
<b>Subtotal</b>	<b>5.3</b>	<b>5.3</b>	<b>5.3</b>	<b>10.6</b>	<b>5.3</b>	<b>10.6</b>	<b>5.3</b>
<b>Variable remuneration</b>							
Attendance fees <sup>3)</sup>	3.0	2.0	1.5	3.5	2.0	3.5	1.5
<b>Subtotal</b>	<b>3.0</b>	<b>2.0</b>	<b>1.5</b>	<b>3.5</b>	<b>2.0</b>	<b>3.5</b>	<b>1.5</b>
<b>Remuneration from affiliates</b>							
Salary for activities as managing director of subsidiaries	—	—	—	—	—	—	—
<b>Subtotal</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>
<b>Other remuneration</b>							
One-off severance pay	—	—	—	—	—	—	—
<b>Subtotal</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>

## Total remuneration per Supervisory Board Member 2020/21

TEUR	MEISSL <sup>1)</sup>	PATEK <sup>2)</sup>	SCHARN-HORST <sup>1)</sup>	STRANSKY	WEINELT <sup>2)</sup>	ZIBUSCHKA	ZÜGEL <sup>1)</sup>
<b>Remuneration from previous corporate offices</b>							
Retirement benefits	—	—	—	—	—	—	—
<b>Subtotal</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>
<b>Total remuneration</b>							
Fixed	5.3	5.3	5.3	10.6	5.3	10.6	5.3
Variable	3.0	2.0	1.5	3.5	2.0	3.5	1.5
Affiliates	—	—	—	—	—	—	—
Other	—	—	—	—	—	—	—
Retirement benefits (former Supervisory Board Members)	—	—	—	—	—	—	—
<b>Total</b>	<b>8.3</b>	<b>7.3</b>	<b>6.8</b>	<b>14.1</b>	<b>7.3</b>	<b>14.1</b>	<b>6.8</b>

## Total remuneration of the Supervisory Board in 2020/21

**154.7**

1) Member of the Supervisory Board until 21 January 2021

2) Member of the Supervisory Board since 21 January 2021

3) The attendance fees are considered part of variable remuneration in accordance with the Remuneration Policy but are not performance-based.

### 3.2.5 Long-Term Incentive Programme

There is no long-term incentive programme (LTIP) for the Members of the Supervisory Board.

### 3.2.6 Conformity of total remuneration with the Remuneration Policy

In the past financial year the total remuneration of the Members of the Supervisory Board was in line with the Remuneration Policy. Remuneration of the Members of the Supervisory Board must be designed in line with market standards and offer attractive incentives for the Corporation to recruit appropriately qualified persons to work for an international listed entity possessing a diversified investment portfolio. In addition, it must bring about a balanced composition of the body in terms of expertise and personalities. In this context a special focus is on diversity in terms of equal gender representation, internationality and the members' professional backgrounds as well as a balanced age structure. By supporting the balanced composition and broad-based qualifications of the Supervisory Board, this remuneration also supports the Corporation's sustainable development.

## **3.3 Information on share-based remuneration**

EVN has no stock option plan, and no shares were offered or granted to Supervisory Board Members.

## **3.4 Other disclosures and explanations**

### 3.4.1 Derogation from the Remuneration Policy

There were no derogations from the Remuneration Policy or the implementation procedures defined therein in the financial year. .

### 3.4.2 Clawback of variable remuneration components

There were no clawback claims involving variable remuneration components in the past financial year.

### 3.4.3 Voting results from the last Annual General Meeting

The Remuneration Report for the 2023/24 financial year was approved by the 96<sup>th</sup> Annual General Meeting on 26 February 2025 by 95.01% of the valid votes cast. Therefore, there was no need for actions or adjustments to the Remuneration Report, also due to the fact that the remuneration for the elected members of the Supervisory Board (capital representatives) was approved with 99.99% of the valid votes cast, starting with the financial year 2024/25.