

Item number 7 on the agenda

Resolution on fixing of remuneration of the members of the Supervisory Board of EVN AG

The Executive Board and the Supervisory Board propose that remuneration of the elected members of the Supervisory Board (shareholder representatives) be fixed as follows, starting from the 2024/25 financial year until further notice:

Base remuneration per financial year

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.

Reasons

This proposal is in line with the Remuneration Policy for the members of the Executive Board and of the Supervisory Board of EVN AG, which was adopted on 1 February 2024 by the 95th Annual General Meeting of EVN AG.

For their work Supervisory Board members shall be granted remuneration which is in line with their duties, responsibilities and the Corporation's situation. The remuneration scheme for members of the Supervisory Board shall be designed in line with market standards and offer incentives to recruit

appropriately qualified persons to work for a listed entity possessing a diversified investment portfolio and doing business internationally.

The amount of remuneration of the members of the Supervisory Board was most recently fixed by resolution passed by the 87th Annual General Meeting on 21 January 2016, which is why an adjustment has become necessary. In this context particular consideration is given to the fact that the duties, workload and time that must be worked by the Supervisory Board members have increased significantly since then. The number of meetings of the Supervisory Board including its committees has increased by more than 50% on average during that period. The inflation rate published by Statistics Austria amounted to 33.8% between February 2016 and September 2024. The current remuneration of all offices of the Supervisory Board of EVN AG is significantly below the remuneration that is usually paid by the peer group of ATX companies. The median attendance fee provided for by more than half of the ATX companies was EUR 1,000 already in 2022 and thus significantly higher than the attendance fee paid by EVN AG so far. More than half of the ATX companies provide for additional remuneration of Supervisory Board members for them taking on offices on committees.

Adjustment for inflation serves the purpose of maintaining the intrinsic monetary value and thus the equivalence of compensation for activities on the Supervisory Board.