

Remuneration report

for the members of the Management Board and the Supervisory Board of Flughafen Wien Aktiengesellschaft

This remuneration report, which was approved by the Supervisory Board on 24 March 2025 pursuant to Section 78c Austrian Stock Corporation Act (AktG) for financial year 2024, is based on the remuneration policy adopted by the 36th Annual General Meeting on 5 June 2024. The remuneration policy is available to all interested parties on the Company's website at

<https://www.viennaairport.com/annual-general-meeting>.

A. Remuneration report for the members of the Management Board

1. Introduction

Despite a generally tough economic climate, Flughafen Wien AG managed to record more than one billion euros in turnover for the first time ever in financial year 2024, as well as achieving a new passenger and freight record.

Driven by record passenger numbers of 31.72 million, profit for the period rose by 27% to € 239.5 million. Passenger numbers were therefore above their pre-COVID levels for the first time since 2019. These strong results will support our construction and investment drive financed entirely using own funds, for which a CapEx volume of € 300 million has been earmarked. In addition to the encouraging economic developments, Vienna Airport's operations also excelled, scoring highly in terms of punctuality and passenger satisfaction.

The Presidium and Personnel Committee defined new priorities when setting the annual target for 2024 and the long-term targets for the period from 2022 to 2024. In particular, the committee approved a social and environmental target and a construction project target for the postponed "Southern extension of Terminal 3" project, in addition to the financial targets.

2. Basic principles of the remuneration policy

The members of the Management Board in 2024 were Günther Ofner and Julian Jäger. The target agreement and, in particular, the criteria for granting performance-related remuneration are defined in advance by the Presidium and Personnel Committee of the Supervisory Board and substantiated and weighted by way of resolution. If, once variable remuneration has been paid out, it transpires that such remuneration was paid out on the basis of obviously incorrect data, the relevant member of the Board is required to pay back the amount overpaid in full.

In addition to the fixed basic salary, the Management Board members receive remuneration in line with their performance or achievements ("performance-related remuneration"). The performance-related remuneration is capped at a maximum of 100% of the annual gross basic salary and comprises:

- annual performance-related remuneration (= **annual target**) amounting to up to 50% of the annual gross basic salary in the respective financial year and
- long-term performance-related remuneration (= **long-term target**) with multi-year targets amounting to up to 50% of the annual gross basic salary within the long-term period.

3. Total remuneration of the Management Board¹

The members of the Management Board of Flughafen Wien AG received the following remuneration (payments):

Amounts in € thousand	Julian Jäger					Günther Ofner					Total				
	2020	2021	2022	2023	2024	2020	2021	2022	2023	2024	2020	2021	2022	2023	2024
Fixed remuneration	332	305	374	432	452	332	305	374	432	452	664	610	747	864	904
Short-term remuneration	129	114	116	262	292	129	114	116	262	292	258	229	233	524	584
Long-term remuneration	43	57	55	378	165	43	57	55	378	165	85	114	111	756	331
Subtotal	504	477	545	1,072	910	504	477	545	1,072	910	1,007	953	1,091	2,143	1,819
Non-cash remuneration	12	12	6	3	1	9	9	9	11	12	20	20	14	13	12
Total remuneration	515	488	551	1,074	911	512	485	554	1,082	921	1,028	973	1,105	2,157	1,832

Remuneration owed and granted:

As a result of the target attainment in 2024, the Management Board members earned the following entitlements:

Amounts in € thousand	Julian Jäger					Günther Ofner				
	2020	2021	2022	2023	2024	2020	2021	2022	2023	2024
Basic salary	332	305	374	432	452	332	305	374	432	523
Non-cash remuneration	12	12	6	3	1	9	9	9	11	12
Contributions to pension funds	78	71	82	161	136	78	71	82	161	66
Subtotal	422	388	461	595	590	419	385	464	603	600
Annual bonus	141	183	195	216	226	141	183	195	216	226
50% of long-term bonus for FY	79	87	98	108	113	79	87	98	108	113
50% of long-term bonus after period end	79	87	98	108	113	79	87	98	108	113
Subtotal	299	357	390	432	452	299	357	390	432	452
Total	720	745	851	1,027	1,042	717	742	854	1,035	1,052
PY bonus payment	172	172	172	640	457	172	172	172	640	457
Fixed portion	59%	52%	54%	58%	57%	58%	52%	54%	58%	57%
Variable portion	41%	48%	46%	42%	43%	42%	48%	46%	42%	43%

¹ Note: When totalling rounded amounts and percentages, rounding differences may occur due to the use of automatic calculation aids.

Basic salary

The basic salary (= fixed remuneration) is contractually agreed on market terms according to the qualification, area of responsibility and performance of the Management Board member and paid out in 14 equal instalments. The basic salary for each member of the Management Board in 2024 was € 452,179.98 gross, which also serves as the basis for calculating the performance-related remuneration. The basic salary covers all overtime as well as the performance of board functions at Group companies.

Non-cash remuneration

The non-cash remuneration shown relates to the Management Board members' company cars. The company provides every Management Board member with an upper mid-range category company car plus driver. The company car may also be used for private purposes. In addition to statutory liability insurance, the Company also takes out comprehensive vehicle insurance and passenger protection insurance with appropriate cover. Contributions for a health group insurance policy for Mr Jäger are also included.

Contributions to pension funds

15% of the total remuneration is paid into a pension fund for the benefit of the Management Board members. Once a member of the Management Board reaches 65 years of age, this contribution can be converted into a regular salary if desired.

2024 annual targets

1. Earnings target – EBIT 2024 (weighting: 60% of annual target):

If a positive EBIT of € 259.1 million is achieved, the target is considered 100% achieved. For every € 5 million deviation upwards or downwards, the target achievement is 5 percentage points higher/lower, with the maximum that can be achieved being 120%.

The sub-goal was achieved at 120%.

2. Social target relating to occupational health and safety (weighting: 10% of annual target)

The target includes the implementation of the following measures in 2024:

- Obtain recertification as a “Company with workplace health incentives”
- Segment-specific occupational safety targets for second and third-level managers are anchored in the course of implementing the proposals presented by the Supervisory Board on the basis of the Occupational Safety Report.
- The analysis conducted in the Occupational Safety Report revealed that a particular accumulation of reportable incidents can be observed in the first few years of employment, for which reason mandatory training on “Safe work” is to be introduced and conducted for all new joiners as part of their on-boarding.

Each sub-goal within the social target is weighted as one third of this target category. The sub-goal was achieved at 100%.

3. Environmental targets (weighting: 10% of annual target):

a) in relation to reducing CO₂:

Implementing the increase in own production of electricity from solar power from around 37 MW/peak (annual target 2023) to at least 42 MW/peak by the end of 2024, whereby achievement of the target is reduced/increased by 5% points for every 1 MW/peak above or below, up to a maximum of 120%.

b) ESG reporting

Concept for content and organisational implementation of new ESG reporting and Company-wide roll-out.

Each sub-goal within the environmental target is weighted as half of the target category. The sub-goal was achieved at 100%.

4. Construction project target (weighting: 20% of annual target):

a) "Southern Expansion" project (weighting: 15%). Adhering to the project plan with respect to costs and progress, and approving plan for new distribution and logistics centre for the southern expansion

b) Completing and commissioning the rapid EV charging station (weighting: 5%)

When assessing achievement of this sub-target, the following applies: Fully implemented = 100%, mostly (approx. 90%) implemented = 90%, largely (approx. 80%) implemented = 80%, broadly (more than half) implemented = 50%, any level of achievement below this will result in forfeiture of the entire bonus for the corresponding sub-goal.

The sub-goal was achieved at 100%.

With a total cap of 50% on variable remuneration for the annual target, the general rule is that over-achievement of target 1 and target 3 (up to 120%) can compensate for under-achievement of target 2 and target 4.

The annual targets were therefore achieved at a rate of 100%. The annual target is weighted at 50% of the total bonus payment, such that the bonus for the annual target amounts to 50% of the contractually defined basic salary of 2024, which is € 226,089.99.

Long-term targets 2022–2024

The Presidium and Personnel Committee resolved upon the following long-term targets for 2022–2024:

1. Dividend target (weighting: 60% of long-term bonus):

A payout ratio of 50% of net profit for the period after non-controlling interests results in target attainment of 80%. Target attainment decreases/increases by 2 percentage points per percentage point of the payout ratio, but is capped at 120% overall, equating to a payout ratio of 70%.

The sub-goal was achieved at 108%.

2. Productivity target – EBITDA margin (weighting: 30% of long-term bonus):

An EBITDA margin of 41.4% was agreed as the productivity target for 2024; the actual EBITDA margin in 2024 was 42.0%.

The sub-goal was achieved at 100%.

3. Quality target – result of passenger survey (weighting: 10% of long-term bonus):

If the target score of 4.0 is achieved, target achievement equals 100%. Target achievement increases/decreases by 2.5 percentage points for each basis point change in the score achieved, up to a maximum of 120%.

The sub-goal was achieved at 100%.

With a total cap of 50% of variable remuneration for the long-term target 2022–2024, over-achievement of targets up to the defined cap can generally compensate for under-achievement of one or more sub-targets.

The long-term targets were therefore achieved at a rate of 100%.

In total, the entitlement to performance-related remuneration amounts to € 226,089.99 for achievement of the annual targets for 2024 and to € 431,597.67 for achievement of the long-term targets 2022–2024, which also includes long-term bonuses for 2022 and 2023, which have not yet been paid out, to the amount of 25% of basic salary each.

Other benefits

No stock options were issued, and no shares were offered or granted to the Management Board members. No remuneration was paid by subsidiaries either. There are D&O, legal costs and accident insurance policies in place, the costs of which are borne by the Company. No loans were granted to Management Board members.

Other information and explanations

In the event of premature dismissal of a Management Board member without cause, continued payment of remuneration for a maximum of 24 months is agreed in accordance with rule 27a of the Austrian Code of Corporate Governance. On termination of the Management Board contract, for any reason whatsoever, no severance is owed. In the previous financial year, the remuneration policy was presented to the 36th Annual General Meeting for a new vote, with the previous remuneration system maintained. No variable remuneration components were reclaimed.

The annual change in the total remuneration of the Management Board, the economic success of the company and the remuneration of the company's other employees on the basis of full-time equivalents is as follows:

	2021	2022	2023	2024
Net profit (change in %)	108.72%	1,840.91%	147.23%	126.99%
Absolute change in net profit	(€ -75.7 million to € 6.6 million)	(€ 6.6 million to € 128.1 million)	(€ 128.1 million to € 188.6 million)	(€ 188.8 million to € 239.5 million)
Total remuneration for the Management Board	-5.39%	+14.44%	+95%	-15.12%
Average remuneration for other employees ¹⁾	+4.04%	+9.81%	+16.81%	+4.27%

1) Employees of Flughafen Wien AG not including short-time work assistance

The value of the pension benefits of former Management Board members and their surviving dependants is adjusted annually. This value adjustment is based on the public sector salary table, general administration, service class 9, level 6. In the cases of former Management Board members Gerhard Kastelic and Franz Kotrba, the increase in the statutory Austrian pension is deducted. Karin Engelberger receives 60% of the entitlement of our former Management Board member Otto Engelberger.

The following table shows the annual pension payments:

Former Management Board member (amounts in € thousand)	Year	Retirement benefit	Total remuneration
Gerhard Kastelic	2024	244	244
	2023	224	224
	2022	209	209
	2021	202	202
Franz Kotrba	2024	239	239
	2023	219	219
	2022	204	204
	2021	198	198
Engelberger Karin (Widow of Otto Engelberger)	2024	98	98
	2023	90	90
	2022	84	84
	2021	81	81

B. Remuneration report for the members of the Supervisory Board

Remuneration for the Supervisory Board 2024

The 34th Annual General Meeting of 27 May 2022 approved annual fixed remuneration in the amount of € 20,000 for the chair(s), € 17,000 for the deputy chairs, and € 13,000 for ordinary members, plus a standard attendance fee of € 600. The annual fixed remuneration is index-adjusted according to the 2020 consumer price index (base year 2020) published by Statistik Austria or a substitute index. After calculation of the adjustment according to the consumer price index, the amounts are rounded up to the next hundred euros. Fixed remuneration for the Supervisory Board was adjusted according to the consumer price index following the Annual General Meeting 2024, from € 21,800 to € 22,600 for the chair, from € 18,600 to € 19,300 for the deputy chairs, and from € 14,200 to € 14,700 for ordinary members.

The members delegated by the works council do not receive any fixed annual compensation or attendance fees. Basic remuneration is paid quarterly and attendance fees are paid after each meeting. The members of the Supervisory Board are included in the existing D&O insurance policy. If members of the Supervisory Board have not belonged to the board for the entire financial year, the remuneration is paid pro rata (calculated on a monthly basis).

The following table shows the fixed remuneration granted and the attendance fees paid in financial year 2024:

Amounts in € thousand	2024		
	Attendance fees	Annual remuneration	Total remuneration
Bespolka Lars	6.0	19.4	25.4
Brandtmayer Sonja	3.6	14.8	18.4
Höllinger Susanne	6.6	19.4	26.0
Kirschner Ewald	7.8	22.7	30.5
Paierl Herbert	4.2	14.8	19.0
Pernsteiner Manfred	3.0	14.8	17.8
Rest Karin	6.6	14.8	21.4
Schucht Boris	3.0	14.8	17.8
Starsch Gerhard	4.8	14.8	19.6
Karin Zipperer	3.0	14.8	17.8
Total comprehensive income	48.6	165.1	213.7