

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 27 March 2026 pursuant to Section 78c Austrian Stock Corporation Act (Aktiengesetz – AktG) for financial year 2025, is based on the remuneration policy adopted by the 37th Annual General Meeting on 6 June 2025. The remuneration policy is available to all interested parties on the Company's website at <https://www.viennaairport.com/annual-general-meeting>.

Remuneration report for the members of the Management Board

Introduction

Flughafen Wien AG recorded another record-breaking year in financial year 2025, setting new records for both passenger and cargo volumes.

As a result of strong passenger numbers of 32.6 million, revenue also rose by 7.2 % to € 1,128.9 million. Despite a write-down of € 55.9 million due to the scrapping of the third runway project, profit for the period came to € 185 million. In light of the expected future growth forecasts, a record investment of around € 330 million will be made at Vienna and Malta airports in 2026. The investments at Vienna Airport will be funded entirely from the Group's own resources, without any external financing. In addition to economic growth, Vienna Airport also performed impressively with its high level of punctuality and passenger satisfaction.

The Presidium and Personnel Committee defined new priorities when setting the annual target for 2025 and the long-term targets for the period from 2025 to 2027. In particular, the committee approved a social and environmental target and a construction project target for the "Southern extension of Terminal 3" project as well as a quality target, in addition to the financial targets.

Basic principles of the remuneration policy

The members of the Management Board in 2025 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
- 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.

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				
	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Fixed remuneration	305	374	432	452	473	305	374	432	452	714 ²	610	747	864	904	1,187
Short-term remuneration	114	116	262	292	226	114	116	262	292	226	229	233	524	584	452
Long-term remuneration	57	55	378	165	432	57	55	378	165	432	114	111	756	331	863
Subtotal	477	545	1,072	910	1,131	477	545	1,072	910	1,371	953	1,091	2,143	1,819	2,502
Non-cash remuneration	12	6	3	1	1	9	9	11	12	12	20	14	13	12	12
Total remuneration	488	551	1,074	911	1,132	485	554	1,082	921	1,383	973	1,105	2,157	1,832	2,514

Remuneration owed and granted

As a result of the target attainment in 2025, the Management Board members earned the following entitlements:

Amounts in € thousand	Julian Jäger					Günther Ofner				
	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Basic salary	305	374	432	452	473	305	374	432	452	473
Non-cash remuneration	12	6	3	1	1	9	9	11	12	12
Contributions to pension funds/scheme	71	82	161	136	170	71	82	161	136	170
Subtotal	388	461	595	590	644	385	464	603	600	654
Annual bonus	183	195	216	226	237	183	195	216	226	237
50 % of long-term bonus for FY	87	98	108	113	118	87	98	108	113	118
50 % of long-term bonus after period end	87	98	108	113	118	87	98	108	113	118
Subtotal	357	390	432	452	473	357	390	432	452	473
Total	745	851	1,027	1,042	1,117	742	854	1,035	1,052	1,128
PY bonus payment	172	172	640	457	658	172	172	640	457	658
Fixed portion	52 %	54 %	58 %	57 %	58 %	52 %	54 %	58 %	57 %	58 %
Variable portion	48 %	46 %	42 %	43 %	42 %	48 %	46 %	42 %	43 %	42 %

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

² Including pension contributions for 2025 and partially for 2024

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 gross basic salary for each member of the Management Board in 2025 was € 473,231.20, 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-size 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. Management Board member Günther Ofner has opted to exercise this option.

2025 annual targets

1. Earnings target – EBIT 2025 (weighting: 60 % of annual target):

If a positive EBIT of € 304.3 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 %. Any potential effects of the decision regarding the third runway project will be offset in terms of results.

EBIT after adjustment for the third runway came to € 335.5 million. This sub-target 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 2025:

Roll-out of a Group-wide campaign "Work safely – avoid accidents" as part of the Group suggestion scheme and implementation of at least 3 concrete measures.

With regard to the accidents per 1,000 employees ratio (excluding accidents while commuting to work), the figure is below the value for 2024.

These two sub-targets are each weighted at 5 %.

This sub-target was achieved at 100 %.

3. Environmental target (weighting: 5 % of annual target):

ESG reporting: Content and organisational implementation of new ESG reporting and Group-wide implementation.

This sub-target was achieved at 100 %.

4. Construction project target (weighting: 25 % of annual target):

Southern terminal expansion project: Adhering to the project plan with respect to costs and progress, in particular completion of the building shell.

The following applies to the achievement of this sub-target in terms of assessing target achievement:

- 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-target.

This sub-target 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 (up to 120 %) can compensate for under-achievement of target 2 to target 4.

The annual targets were therefore achieved at a rate of 100 % (cap). 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 2025, which is € 236,615.60.

Long-term targets 2025–2027

The Presidium and Personnel Committee resolved upon the following long-term targets for 2025–2027:

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 proposed dividend for 2025 is € 1.65 per share, which corresponds to a payout ratio of 75 %. The sub-target was achieved at 120 % (cap).

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

An EBITDA margin of 40.8 % was agreed as the productivity target for 2025. Any potential effects of the decision regarding the third runway project will be offset in terms of results.

The EBITDA margin after adjustment for the third runway came to 41.49 %. This sub-target was achieved at 100 %.

3. Quality target – result of ASQ 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 %.

This sub-target was achieved at 102.5 %.

With a total cap of 50 % of variable remuneration for the long-term target 2025–2027, 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 % (cap).

In total, the entitlement to performance-related remuneration amounts to € 236,615.60 for achievement of the annual targets for 2025 and to € 236,615.60 for achievement of the long-term targets 2025–2027, of which 50 %, namely € 118,307.80, was paid out in 2025; the remaining 50 % will be paid out at the end of the long-term period.

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 37th 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	2025
Net profit (change in %)	108.76 %	1,830.01 %	47.19 %	27.03 %	-12.29 %
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	€ 188.6 million to € 239.5 million	€ 239.5 million to € 210.1 million
Total remuneration for the Management Board	-5.39 %	14.44 %	95 %	-15.12 %	37.55 %
Average remuneration for other employees	4.04 %	9.81 %	16.81 %	4.27 %	9.72 %

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 annual pension benefits are shown in the table below (amounts in € thousand):

Former Management Board member	Year	Retirement benefit	Total remuneration
Gerhard Kastelic	2025	253	253
	2024	244	244
	2023	224	224
	2022	209	209
Franz Kotrba	2025	247	247
	2024	239	239
	2023	219	219
	2022	204	204
Karin Engelberger (widow of Otto Engelberger)	2025	101	101
	2024	98	98
	2023	90	90
	2022	84	84

Remuneration report for the members of the Supervisory Board

Remuneration for the Supervisory Board 2025

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 2025, from € 22,600 to € 23,300 for the chair, from € 19,300 to € 19,900 for the deputy chairs, and from € 14,700 to € 15,200 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 2025 (amounts in € thousand):

Amounts in € thousand	2025		
	Attendance fees	Annual remuneration	Total
Bespolka Lars	5.40	19.95	25.35
Brandtmayer Sonja	2.40	15.20	17.60
Höllinger Susanne	5.40	19.95	25.35
Kirschner Ewald	5.40	23.35	28.75
Paierl Herbert	3.00	15.20	18.20
Pernsteiner Manfred	2.40	15.20	17.60
Rest Karin	4.80	15.20	20.00
Schucht Boris	3.00	15.20	18.20
Starsch Gerhard	3.00	15.20	18.20
Zipperer Karin	3.60	15.20	18.80
Total comprehensive income	38.40	169.65	208.05