

Remuneration report of VERBUND AG

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Basic principles

Dear Shareholders,

In accordance with Section 78c and Section 98a of the Austrian Stock Corporation Act (Aktiengesetz, AktG), the executive board and the supervisory board of listed companies are required to prepare a remuneration report governing the remuneration of the members of the executive board and the supervisory board. The remuneration report provides information to the shareholders and other stakeholders about the remuneration of the members of the executive and supervisory boards and is required to be submitted to the annual general meeting every year for a vote. In addition, the company in question must explain in the subsequent remuneration report how the results of the vote on the remuneration report at the last annual general meeting were considered. The remuneration report shall be publicly available on the company's website free of charge for ten years.

The Executive Board and Supervisory Board of VERBUND AG met this obligation and within the framework of responsible corporate governance already presented a remuneration report to the Annual General Meeting on 20 April 2021 and on 25 April 2022 in accordance with Section 78c of the Austrian Stock Corporation Act (AktG). In doing so, the boards complied with the legal provisions as well as with Opinion 37 of the Austrian Financial Reporting and Auditing Committee (AFRAC). Furthermore, the principles of completeness, reliability, clarity, transparency and comparability were observed. The Executive Board and Supervisory Board updated the report as stipulated in Austrian stock corporation law and will now present the updated remuneration report to the Annual General Meeting on 25 April 2023.

The remuneration report provides a comprehensive overview of the remuneration granted or owed to current and former members of the Executive Board and Supervisory Board in the course of financial year 2022 under VERBUND's remuneration policy (Section 78a), including all benefits, as well as a look back at the years 2019 to 2021, and is covered by the remuneration policy confirmed by the 73rd Annual General Meeting held on 16 June 2020. A revised remuneration policy will be presented to the 76th Annual General Meeting on 25 April 2023 for resolution and shall present the framework for remuneration in 2024 and beyond.

A. Remuneration report governing the remuneration of the members of the Executive Board of VERBUND AG (Section 78c of the Austrian Stock Corporation Act (AktG))

1. Introduction

Difficult geopolitical and energy market developments cast a shadow over 2022, radically changing the conditions in the energy industry. Particularly the war in Ukraine caused significant distortion in Europe's energy markets that led to rocketing prices and extreme price volatility, along with marked shifts in supply and demand structures. Prices for primary energy sources shot up during the course of the year, with gas prices in particular being hugely affected by changes in gas supply volumes and the off-take structure. European wholesale prices for electricity, which are established on the European electricity exchanges on the basis of supply and demand and are mainly determined by the prices for gas- and coal-fired power plants, likewise continued their upward trend fuelled by soaring global market prices for primary energy and the increasing market risks, reaching fresh highs as the year went on. In response to the headwinds in the European energy sector and to address the severe price pressure on residential and industrial customers alike, discussions about market intervention and taxing windfall profits were initiated at both EU and national level and the necessary steps were taken. In addition, the Austrian federal government and VERBUND implemented measures to slow the rise in prices to the consumer. These actions are intended to bring down the high energy prices and give the individual states the financial flexibility to reduce retail prices. To this end, the Austrian federal government introduced the "electricity price cap" with effect from 1 December 2022 and also passed a law to tax windfall profits at electricity producers. This law will mean that in 2022 and 2023 VERBUND will transfer part of its profit to the state so as to help consumers with their electricity costs. The discussions and decisions relating to market intervention generated considerable uncertainty in the capital markets and also put downward pressure on VERBUND's share price, which fell by 20.5% in 2022.

Strengthening VERBUND's integrated positioning in the domestic market. In our home market of Austria, VERBUND is positioned in all stages of the value creation process, from electricity generation to electricity transport and the supply of electricity to consumers. We are striving to cement this strong position in security of supply and wean ourselves off fossil fuels. Over 92% of the electricity generated by VERBUND in 2022 came from hydropower. Our electricity is generated in high-efficiency storage and pumped storage power plants in the Alps as well as in run-of-river power plants on the rivers. Thanks to the high share of hydropower, VERBUND already makes a sizeable contribution to Austria's and Europe's energy and climate targets. Our reference projects in the Hydro segment in 2022 included construction of the new Limberg III and Reißbeck II plus pumped storage power plants, as well as the Gratkorn power plant near Graz. In terms of increasing the efficiency of existing power plants, we can point to the modernisation and completion of the Jettenbach-Töging power plant in 2022. The new construction increased installed power plant capacity by around 40% and annual electricity generation by around 25%. Through our subsidiaries Austrian Power Grid AG (APG) and Gas Connect Austria GmbH (GCA) we transport electricity and gas, integrate the new renewable energy sources into the electricity system, support security of supply and play an important role in European market integration. Implementation of the network development plans helps to ensure a stable electricity and gas grid infrastructure; upgrading the gas grid for transportation of hydrogen is indispensable for this. In 2022, APG put the 380-kV Weinviertel line and the new Neusiedl/Zaya substation into operation, among other things.

Capital expenditure on the power and gas grids in excess of €4bn is planned for the next ten years. After all, in Austria VERBUND supplies industrial, commercial and household customers as well as the Austrian resellers with mostly renewable electricity. Beyond this, we offer our customers comprehensive energy services such as electricity storage or photovoltaic installations that are needed to advance decarbonisation and reduce our high dependence on gas.

Expanding electricity generation from new renewables. Wind and solar power now together make up 4% of VERBUND's generation portfolio. This share is to be increased to 20–25% by 2030. In addition to hydropower, VERBUND has been focusing on wind power for many years. Solar energy can also go a long way to achieving the goals of the energy transition. VERBUND already operates solar farms in Austria and Spain. One important milestone in quarter 1/2022 was taking a 70% stake in four wind farms and one solar farm in Spain with a total capacity of 171 MW. Another deal in Spain was concluded at the end of July 2022 (acquisition of a PV portfolio of 82 MWp plus an extensive development pipeline). At the end of September, VERBUND inaugurated the 147.6 MWp Pinos Puente solar park near Granada. In July 2022, OMV and VERBUND also announced that the photovoltaic installation in Schönkirchen had come on stream. Going forward, Lenzing will likewise use solar energy from VERBUND's photovoltaic installations and Borealis and VERBUND will jointly build a new solar farm to supply energy to the Borealis site in Schwechat, Austria.

VERBUND's encouraging business performance in 2022. VERBUND saw a significant improvement in the results posted for financial year 2022. EBITDA climbed by 100.2% to €3,160.7m. The Group result surged by 96.6% to €1,717.0m compared with the same period of the previous year. Due in particular to the dry summer, the volume of electricity VERBUND generated from its run-of-river power plants in financial year 2022 was well below average. The hydro coefficient dropped to 0.86, or 9 percentage points below the prior-year figure and 14 percentage points below the long-term average. The reduced volume of electricity generated from hydropower had a pronounced negative impact on the development of earnings. What is more, the underproduction of hydropower made it necessary to purchase large volumes of electricity to be able to deliver the electricity volumes that had already been sold on the basis of the long-standing hedging strategy. Due to the market conditions, these repurchases had to be made at exceedingly high prices in some cases, which put additional pressure on earnings. The taxation of the windfall revenues of inframarginal power generators in Austria and Germany from December 2022 and corresponding windfall profits in Romania and Spain also had a negative impact on the Group's result. By contrast, the sharp increase in wholesale electricity prices on the futures and spot markets in particular gave a significant boost to earnings. Average sales prices obtained for VERBUND's own generation from hydropower rose by €60.2/MWh to €115.1/MWh. The New renewables segment also made a bigger contribution to earnings on the strength of higher average prices and the rise in output. The significantly higher contribution from flexibility products likewise had a positive effect. Moreover, the Group result for financial year 2022 was influenced by non-recurring effects totalling €-37.9m (2021: €+75.0m). Adjusted for these non-recurring effects, the Group result rose by 119.8% to €1,754.9m.

Dividend A dividend of €3.60 per share for financial year 2022 will be proposed to the Annual General Meeting on 25 April 2023. This dividend consists of a regular dividend of €2.44 per share plus a special dividend of €1.16 per share. The one-off special dividend will allow shareholders to participate in the Group's extraordinarily good business performance for financial year 2022. Distribution of the dividends must be approved by the Supervisory Board at the meeting at which the annual financial statements are to be approved and also requires the approval of the shareholders of VERBUND AG at the 2023 Annual General Meeting.

2. Basic principles of the remuneration policy

This presentation of the basic principles of the remuneration policy provides an overview of the individual remuneration components and their connection with the Company's goals and long-term development. It is intended to provide a detailed understanding of the framework for the total remuneration presented in the remuneration report.

Remuneration of members of the Executive Board is linked to implementation of the strategy and the long-term performance of the Company. Total remuneration should be commensurate with the situation of the Company and with the customary remuneration in comparable companies. The components of remuneration are designed to support the strategic objectives and thus to provide a basis for the Company's long-term and sustainable performance.

The members of the Executive Board receive the following remuneration components:

- fixed remuneration components and
- variable remuneration components that are based on performance and results.

For the member of the Executive Board, the basic salary represents a fixed income commensurate with their responsibility, with the scope and the complexity of their activity and with their role within the Executive Board. It is at a competitive level in order to ensure that the Company is able to secure top management candidates in this competitive labour market. The fixed remuneration components also include payments in kind and fringe benefits comprising a company car, insurance, leave and contributions to the defined contribution pension plan amounting to 10% of the fixed basic salary.

The performance- and results-related variable remuneration components beyond this basic salary – short-term variable remuneration (short term incentive – STI) and long-term variable remuneration (long-term incentive – LTIP) – reflect the Company's strategic alignment and provide incentives for a reasonable balance between the need to optimise business activities and to grow VERBUND's corporate value in the medium to long term. Binding every member of the Executive Board to VERBUND's strategy through individual targets and performance incentives ensures the sustainable performance of the Company in line with shareholder interests.

The short-term variable remuneration (STI) is based on an annual target setting process defining the specific performance criteria and their weighting; this is adequately linked to one-year performance criteria and includes both financial and non-financial criteria. For the 2022 reporting period, 70% was based on the achievement of financial targets and 30% on the achievement of non-financial targets.

Short-term incentive for 2022

Area	Criterion	Weighting
Financial target	Group result adjusted for non-recurring effects	70%
	Strategic target: expanding electricity generation from new renewables	10%
	Personnel/sustainability targets: share of female new hires	10%
Non-financial targets	100% ESG in investments	10%

The Group result after adjustment for non-recurring effects is used to calculate the achievement of financial targets. This is aligned with the Group electricity supply from hydropower corresponding to the mean energy capability, wind power and solar photovoltaic energy as per the volume ascertained in an expert opinion, regulatory effects on the grid and changes in the basis of consolidation. Unusual incidents are handled by mutual agreement on a case-by-case basis.

The STI is capped at 60% of the annual basic salary. The maximum target achievement is 100%; exceeding maximum achievement is not possible here. However, exceeding 100% achievement by a maximum of 20 percentage points is possible within the individual performance criteria – depending on the actual weighting of the individual targets – and can be carried over to the target achievement of other performance criteria. For full target achievement, 60% of the fixed annual basic salary is paid out as short-term variable remuneration; payout itself takes place after the reporting period following the approval of the annual financial statements and in 14 equal monthly instalments.

Achievement of targets – short-term incentive for 2022:

The Remuneration Committee set a target achievement rate of 100% for the STI for financial year 2022. This achievement of targets is composed of the weighted target achievement of the individual performance criteria.

Group result adjusted for non-recurring effects: target achievement of 100%

A target of €1,365.3m was set for the financial performance target of Group result adjusted for non-recurring effects for financial year 2022. A figure of €1,922.6 million was achieved for the Group result after adjustment for non-recurring effects based on the definition from the target agreement. This gives a capped target achievement of 100%, which is included in the overall target achievement with a weighting of 70%. Where maximum achievement of the financial performance target is exceeded (a maximum of 20 percentage points), this is not carried over to the non-financial targets because these are assessed by the Remuneration Committee as soon as 100% target achievement has been reached.

The following target achievement rates have been set for the non-financial targets that each have a weighting of 10% in the total achievement of targets.

- Strategic target: expanding electricity generation from new renewables: target achievement of 100%
- Personnel/sustainability targets: share of female new hires: target achievement of 100%
- 100% ESG in investments: target achievement of 100%

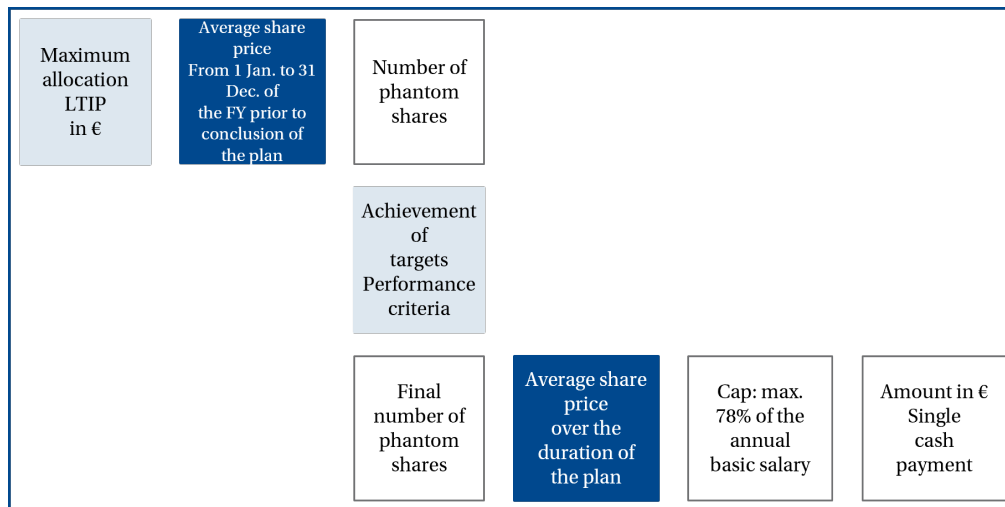
The long-term variable remuneration (LTIP) is a long-term remuneration instrument to promote medium- and long-term value creation. The LTIP is also based on an annual target setting process defining the specific performance- and results-related criteria and their weighting, which in contrast to the short-term variable remuneration is normally concluded covering a three-year period. The members of the Executive Board are measured against individual sustainable medium- and/or long-term targets (performance criteria), and the amount of the long-term remuneration distributed depends on the share price at the end of this period. The following financial targets for the LTIP were agreed for the 2022 reporting period:

Long-term incentive plan 2022

Area	Criterion	Weighting
	Total shareholder return (TSR) ranking versus the peer group	30%
	Free cash flow before dividends	35%
Financial targets	Expanding electricity generation from new renewables	35%

The long-term variable remuneration is reflected in virtual (phantom) shares as a phantom share plan – no “real” shares are distributed. Consequently, the specific amount of this long-term variable remuneration depends not only on the individual target achievement but also on the value of VERBUND shares on the Vienna Stock Exchange, which is aimed at aligning the interests of the management with those of the shareholders and at the same time avoiding undue risk.

The long-term variable remuneration is capped at generally 65% of the fixed annual basic salary for new LTI plans concluded on or after 1 January 2021, assuming 100% target achievement. The maximum target achievement is 120%; exceeding maximum achievement is therefore possible. Exceeding 100% achievement (a maximum of 20%) is possible within the individual performance criteria and can be carried over to the target achievement of other performance criteria. Depending on the specific target achievement and the share price, a maximum of 78% of the fixed annual basic salary (in the case of 120% target achievement) can be paid out (cap).



At the beginning of the assessment period, the (normally) maximum gross amount based on 100% target achievement is converted into phantom shares at the average of the daily closing prices of VERBUND shares on the Vienna Stock Exchange in the last full financial year. The final number of phantom shares is determined at the end of the three-year assessment period based on the actual level of target achievement (a maximum of 120%). The number of phantom shares determined is multiplied by the average share price of VERBUND shares on the Vienna Stock Exchange based on the three-year term of the relevant LTI plan. The specific payout amount resulting from the phantom shares depending on the individual target achievement (a maximum of 120%) at the end of the relevant LTI plan is limited by the cap defined at the beginning of the LTIP in the amount of 78% of the annual basic salary in the first year of the specific LTIP. The relevant LTIPs are paid out as a lump-sum payment after the (normally) three-year assessment period has expired and after the results for the previous financial year have been approved.

The following companies are used as peers for the total shareholder return ranking: A2A SPA, EDP SA, EDF SA, ENDESA SA, ENEL SPA, FORTUM OYJ, ORSTED A/S, SSE PLC.

After the end of the financial year, the Supervisory Board’s Remuneration Committee evaluates the results of business activities. Fulfilment of the agreed-upon financial and non-financial targets is determined by the Remuneration Committee using predetermined KPIs and a standard evaluation form.

Non-cash benefits received by an Executive Board member for exercising a Board function in a Group company or an investee or in a legal or voluntary interest group to which the Company belongs must be remitted to the Company.

Details on the design of the fixed and variable remuneration components are provided in the remuneration policy for the Executive Board members of VERBUND.

3. Presentation of total remuneration (including shares of variable remuneration in total remuneration)

3.1. General information

To provide the shareholders of VERBUND AG with a clear and understandable overview of the total remuneration of the Executive Board members in accordance with the requirements of Section 78c of the Austrian Stock Corporation Act (AktG), the total remuneration of the Executive Board members is shown in a table following section 3.3.2 “Long-term remuneration: long-term incentive plan (LTIP)” [based on the form of presentation recommended by the Austrian Financial Reporting and Auditing Committee (AFRAC)].

This presentation of total remuneration is intended to give the reader a transparent breakdown of the various components and the relative share of fixed and variable remuneration components for each member of the Executive Board.

The following individuals were members of the Executive Board of VERBUND AG in financial year 2022, which is the financial and calendar year covered by the reporting period:

Mag. Dr. Michael Strugl, MBA in the capacity of Chairman of the Executive Board (CEO)
 Dr. Peter F. Kollmann in the capacity of Chief Financial Officer (CFO) of the Executive Board
 Mag. Dr. Achim Kaspar in the capacity of Chief Operating Officer (COO) of the Executive Board

As recommended in the relevant AFRAC Opinion, the following section shows both the remuneration owed and the remuneration granted to the Executive Board members. The remuneration owed covers the amounts actually paid to the Board member during a specific period which are attributable to this reporting period as well as the conclusively earned entitlements for that period, even if payment will not be made until a subsequent period. The remuneration granted concerns remuneration components that are economically attributable to this reporting period based on legal or contractual obligations but will only be conclusively established and paid out in later periods.

Furthermore, the amounts paid out during the current period, which comprise the earned entitlements in previous years and the entitlements owed by the Company, as well as the amounts (newly) owed for the current period are also disclosed.

3.2. Fixed remuneration components

Mag. Dr. Michael Strugl, MBA in his capacity as Chairman of the Executive Board (CEO) was paid a fixed annual basic salary of €750k in 14 monthly instalments which was not adjusted for inflation. Mag. Dr. Michael Strugl, MBA also received the following payments in kind and fringe benefits:

- a) Contributions to defined contribution inter-company pension fund: €75k per year.
- b) Premium for accident insurance: € 1,453 per year.
- c) Premium for (collective) supplementary health insurance: € 1,803 per year.
- d) The Company has arranged for D&O insurance and bears the related costs.
- e) Company car [including permission to use it for personal purposes and to use the services of a driver for business trips (depending on availability and the purpose and duration of the business trip)]; the value of the payments in kind to be carried in accordance with the Austrian Income Tax Act (Einkommensteuergesetz, EStG) is €8,640 per year.
- f) Payment in kind for parking space: €174 per year.
- g) Payments in kind of €1,612 were granted.

h) Mag. Dr. Michael Strugl, MBA did not receive any remuneration from affiliated companies.

Dr. Peter F. Kollmann in his capacity as CFO of the Executive Board was paid a fixed annual basic salary of €620k in 14 monthly instalments which was not adjusted for inflation. Dr. Peter F. Kollmann also received the following payments in kind and fringe benefits:

- a) Contributions to defined contribution inter-company pension fund: €62k per year.
- b) Premium for accident insurance: € 1,453 per year.
- c) Premium for (collective) supplementary health insurance: € 1,870 per year.
- d) The Company has arranged for D&O insurance and bears the related costs.
- e) Company car [including permission to use it for personal purposes and to use the services of a driver for business trips (depending on availability and the purpose and duration of the business trip)]; the value of the payments in kind to be carried in accordance with the Austrian Income Tax Act (EStG) is €8,640 per year.
- f) Payment in kind for parking space: €174 per year.
- g) Dr. Peter F. Kollmann did not receive any remuneration from affiliated companies.

Mag. Dr. Achim Kaspar in his capacity as COO of the Executive Board was paid a fixed annual basic salary of €475k in 14 monthly instalments which was not adjusted for inflation. Mag. Dr. Achim Kaspar also received the following payments in kind and fringe benefits:

- a) Contributions to defined contribution inter-company pension fund: €47.5k per year.
- b) Premium for accident insurance: €1,188 per year.
- c) Premium for (collective) supplementary health insurance: none.
- d) The Company has arranged for D&O insurance and bears the related costs.
- e) Company car [including permission to use it for personal purposes and to use the services of a driver for business trips (depending on availability and the purpose and duration of the business trip)]; the value of the payments in kind to be carried in accordance with the Austrian Income Tax Act (EStG) is €11,520 per year.
- f) Payment in kind for parking space: €174 per year.
- g) Mag. Dr. Achim Kaspar did not receive any remuneration from affiliated companies.

3.3. Variable remuneration components

3.3.1. Short-term variable remuneration: short-term incentive (STI)

Mag. Dr. Michael Strugl, MBA received the following short-term variable remuneration components (STI) in the 2022 financial and calendar year:

- a) Payments for financial year 2021 (total achievement of targets determined: 100%): €353.6k.
- b) Balance payments for financial year 2020: €102.7k.
- a) + b) Payout amount for the variable remuneration in financial year 2022: €456.3k.

The earned entitlement to variable remuneration for financial year 2021 totalled €450k. Taking into account the payments already made in 2022 amounting to €353.6k, there is a difference of €96.4k, which will be paid out as a balance payment in financial year 2023.

A provision of €450k was recognised for the earned entitlement to variable remuneration for financial year 2022, assuming a target achievement level of 100%. The actual calculation takes place only after the target achievement of the individual performance criteria has been determined. The STI will again be paid out in 14 equal monthly instalments, starting in the month following the adoption of the annual financial statements for 2022.

Dr. Peter F. Kollmann received the following short-term variable remuneration components (STI) in the 2022 financial and calendar year:

- a) Payments for financial year 2021 (total achievement of targets determined: 100%): €292.3k.
- b) Balance payments for financial year 2020: €93k.
- a) + b) Payout amount for the variable remuneration in financial year 2022: €385.3k.

The earned entitlement to variable remuneration for financial year 2021 totalled €372k. Taking into account the payments already made in 2022 amounting to €292.3k, there is a difference of €79.7k, which will be paid out as a balance payment in financial year 2023.

A provision of €372k was recognised for the earned entitlement to variable remuneration for financial year 2022, assuming a target achievement level of 100%. The actual calculation takes place only after the target achievement of the individual performance criteria has been determined. The STI will again be paid out in 14 equal monthly instalments, starting in the month following the adoption of the annual financial statements for 2022.

Mag. Dr. Achim Kaspar received the following short-term variable remuneration components (STI) in the 2022 financial and calendar year:

- a) Payments for financial year 2021 (total achievement of targets determined: 100%): €223.9k.
- b) Balance payments for financial year 2020: €71.3k.
- a) + b) Payout amount for the variable remuneration in financial year 2022: €295.2k.

The earned entitlement to variable remuneration for financial year 2021 totalled €285k. Taking into account the payments already made amounting to €223.9k, there is a difference of €61.1k, which will be paid out as a balance payment in financial year 2023.

A provision of €285k was recognised for the earned entitlement to variable remuneration for financial year 2022, assuming a target achievement level of 100%. The actual calculation takes place only after the target achievement of the individual performance criteria has been determined. The STI will again be paid out in 14 equal monthly instalments, starting in the month following the adoption of the annual financial statements for 2022.

3.3.2. Long-term remuneration: long-term incentive plan (LTIP)

The table summarises the main conditions of the LTI tranches; the relevant LTIPs are paid out as a lump-sum payment after the normally three-year assessment period has expired and after the results for the previous financial year have been approved.

LTIP tranches	LTIP	LTIP	LTIP	LTIP
	2022–2024	2021–2023	2020–2022	2019–2021
Start of performance period	1/1/2022	1/1/2021	1/1/2020	1/1/2019
End of performance period	31/12/2024	31/12/2023	31/12/2022	31/12/2021
Payment year	2025	2024	2023	2022
Maximum target achievement (%)	120	120	100	100
Maximum amount (as a % of the basic salary)	78	78	55	55

The following companies were defined as peers for the total shareholder return ranking:

LTIP 2019–2021: CEZ AS, EDF SA, ENDESA SA, ENEL SPA, FORTUM OYJ, IBERDROLA SA, ORSTED A/S, SSE PLC.

LTIP 2020–2022: EDP SA, EDF SA, ENDESA SA, ENEL SPA, FORTUM OYJ, IBERDROLA SA, ORSTED A/S, SSE PLC.

LTIP 2021–2023 and LTIP 2022–2024: A2A SPA, EDP SA, EDF SA, ENDESA SA, ENEL SPA, FORTUM OYJ, ORSTED A/S, SSE PLC.

Mag. Dr. Michael Strugl, MBA received the following long-term variable remuneration components (LTI) in the 2022 financial and calendar year:

LTIP 2019 (term: 1 January 2019 – 31 December 2021): €376.8k

- Achievement of targets: 100% (confirmed at the meeting of the Remuneration Committee on 16 March 2020)
- Average daily closing price of VERBUND shares in the financial year before the LTIP begins: €30.37
- Average daily closing price of VERBUND shares three months after the LTIP ends: €93.12

Provisions have been recognised for **Mag. Dr. Michael Strugl, MBA** based on the earned entitlements to the following long-term variable remuneration components (LTIP):

- Provision for LTIP 2020 (term: 1 January 2020 – 31 December 2022): €376.8k, to be paid out after the 2023 Annual General Meeting of VERBUND AG
- Provision for LTIP 2021 (term: 1 January 2021 – 31 December 2023): €585.0k, to be paid out after the 2024 Annual General Meeting of VERBUND AG
- Provision for LTIP 2022 (term: 1 January 2022 – 31 December 2024): €585.0k, to be paid out after the 2025 Annual General Meeting of VERBUND AG

The total provision for the earned entitlement to long-term variable remuneration at the reporting date 31 December 2022 is therefore €1,546.8k. The amount allocated for financial year 2022 is €585.0k.

The following parameters were used for the recognition of the LTIP provisions:

LTIP 2020:

- Achievement of targets*: 100%
- Average daily closing price of VERBUND shares in the financial year before the LTIP begins: €46.54 (determined)

- Average daily closing price of VERBUND shares three months after the LTIP ends: €82.69 (assumed)¹

LTIP 2021:

- Achievement of targets*: 120%
- Average daily closing price of VERBUND shares in the financial year before the LTIP begins: €45.75 (determined)
- Average daily closing price of VERBUND shares based on the three-year term of the LTI plan: €86.30 (assumed)²

LTIP 2022:

- Achievement of targets*: 120%
- Average daily closing price of VERBUND shares in the financial year before the LTIP begins: €80.12 (determined)
- Average daily closing price of VERBUND shares based on the three-year term of the LTI plan: € 92.45 (assumed)³

* The maximum possible achievement of targets in each case was used for the recognition of provisions.

Dr. Peter F. Kollmann received the following long-term variable remuneration components (LTI) in the 2022 financial and calendar year:

LTIP 2019 (term: 1 January 2019 – 31 December 2021): €341.0k

- Achievement of targets: 100% (confirmed at the meeting of the Remuneration Committee on 16 March 2020)
- Average daily closing price of VERBUND shares in the financial year before the LTIP begins: €30.37
- Average daily closing price of VERBUND shares three months after the LTIP ends: €93.12

Provisions have been recognised for **Dr. Peter F. Kollmann** based on the earned entitlements to the following long-term variable remuneration components (LTIP):

- a) Provision for LTIP 2020 (term: 1 January 2020 – 31 December 2022): €341.0k, to be paid out after the 2023 Annual General Meeting of VERBUND AG
- b) Provision for LTIP 2021 (term: 1 January 2021 – 31 December 2023): €483.6k, to be paid out after the 2024 Annual General Meeting of VERBUND AG
- c) Provision for LTIP 2022 (term: 1 January 2022 – 31 December 2024): €483.6k, to be paid out after the 2025 Annual General Meeting of VERBUND AG

The total provision for the earned entitlement to long-term variable remuneration at the reporting date 31 December 2022 is therefore €1,308.2k. The amount allocated for financial year 2022 is €483.6k.

¹ The period from 1 October to 31 December 2022 was most recently used to calculate the average daily closing price; the final average daily closing price will be calculated from the period from 1 January to 31 March 2023.

² The 2021–2022 period was most recently used to calculate the average daily closing price; the final average daily closing price will be calculated from the 2021–2023 period.

³ The 2022 period was most recently used to calculate the average daily closing price; the final average daily closing price will be calculated from the 2022–2024 period.

The following parameters were used for the recognition of the LTIP provisions:

LTIP 2020:

- Achievement of targets*: 100%
- Average daily closing price of VERBUND shares in the financial year before the LTIP begins: €46.54 (determined)
- Average daily closing price of VERBUND shares three months after the LTIP ends: €82.69 (assumed)⁴

LTIP 2021:

- Achievement of targets*: 120%
- Average daily closing price of VERBUND shares in the financial year before the LTIP begins: €45.75 (determined)
- Average daily closing price of VERBUND shares based on the three-year term of the LTI plan: €86.30 (assumed)⁵

LTIP 2022:

- Achievement of targets*: 120%
- Average daily closing price of VERBUND shares in the financial year before the LTIP begins: €80.12 (determined)
- Average daily closing price of VERBUND shares based on the three-year term of the LTI plan: €92.45 (assumed)⁶

* The maximum possible achievement of targets in each case was used for the recognition of provisions.

Mag. Dr. Achim Kaspar received the following long-term variable remuneration components (LTI) in the 2022 financial and calendar year:

LTIP 2019 (term: 1 January 2019 – 31 December 2021): €261.3k

- Achievement of targets: 100% (confirmed at the meeting of the Remuneration Committee on 16 March 2020)
- Average daily closing price of VERBUND shares in the financial year before the LTIP begins: €30.37
- Average daily closing price of VERBUND shares three months after the LTIP ends: €93.12

Provisions have been recognised for **Mag. Dr. Achim Kaspar** based on the earned entitlements to the following long-term variable remuneration components (LTIP):

- Provision for LTIP 2020 (term: 1 January 2020 – 31 December 2022): €261.3k, to be paid out after the 2023 Annual General Meeting of VERBUND AG
- Provision for LTIP 2021 (term: 1 January 2021 – 31 December 2023): €370.5k, to be paid out after the 2024 Annual General Meeting of VERBUND AG
- Provision for LTIP 2022 (term: 1 January 2022 – 31 December 2024): €370.5k, to be paid out after the 2025 Annual General Meeting of VERBUND AG

⁴ The period from 1 October to 31 December 2022 was most recently used to calculate the average daily closing price; the final average daily closing price will be calculated from the period from 1 January to 31 March 2023.

⁵ The 2021–2022 period was most recently used to calculate the average daily closing price; the final average daily closing price will be calculated from the 2021–2023 period.

⁶ The 2022 period was most recently used to calculate the average daily closing price; the final average daily closing price will be calculated from the 2022–2024 period.

The total provision for the earned entitlement to long-term variable remuneration at the reporting date 31 December 2022 is therefore €1,002.3k. The amount allocated for financial year 2022 is €370.5k.

The following parameters were used for the recognition of the LTIP provisions:

LTIP 2020:

- Achievement of targets*: 100%
- Average daily closing price of VERBUND shares in the financial year before the LTIP begins: € 46.54 (determined)
- Average daily closing price of VERBUND shares three months after the LTIP ends: €82.69 (assumed)⁷

LTIP 2021:

- Achievement of targets*: 120%
- Average daily closing price of VERBUND shares in the financial year before the LTIP begins: € 45.75 (determined)
- Average daily closing price of VERBUND shares based on the three-year term of the LTI plan: €86.30 (assumed)⁸

LTIP 2022:

- Achievement of targets*: 120%
- Average daily closing price of VERBUND shares in the financial year before the LTIP begins: € 80.12 (determined)
- Average daily closing price of VERBUND shares based on the three-year term of the LTI plan: €92.45 (assumed)⁹

* The maximum possible achievement of targets in each case was used for the recognition of provisions.

Dipl.-Ing. Wolfgang Anzengruber received the following long-term variable remuneration components in the 2022 financial and calendar year for exercising his function as Chairman of the Executive Board of VERBUND AG until 31 December 2020:

LTIP 2020 (term: 1 January 2020 – 31 December 2021): €412.5k

- Achievement of targets: 100% (confirmed at the meeting of the Remuneration Committee on 7 March 2022)
- Average daily closing price of VERBUND shares in the financial year before the LTIP begins: €46.54
- Average daily closing price of VERBUND shares three months after the LTIP ends: €93.12

⁷ The period from 1 October to 31 December 2022 was most recently used to calculate the average daily closing price; the final average daily closing price will be calculated from the period from 1 January to 31 March 2023.

⁸ The 2021–2022 period was most recently used to calculate the average daily closing price; the final average daily closing price will be calculated from the 2021–2023 period.

⁹ The 2022 period was most recently used to calculate the average daily closing price; the final average daily closing price will be calculated from the 2022–2024 period.

The following overview shows the Executive Board remuneration paid out between 2019 and 2022. The notes to the financial statements in the 2022 Integrated Annual Report show a condensed presentation of Executive Board remuneration mapping the expenses for short-term variable remuneration that were accrued in the period. As the short-term variable components are paid out in subsequent periods, there are minor discrepancies between the figures.

Presentation of total remuneration

€k	2022				2021			
	Strugl	Kollmann	Kaspar	Anzengruber (until 31/12/20)	Strugl	Kollmann	Kaspar	Anzengruber (until 31/12/20)
Fixed remuneration								
Guaranteed annual salary	750	620	475		750	620	475	0
Subtotal	750	620	475		750	620	475	0
Variable remuneration								
STI	456	385	295		472	427	327	525
LTIP	377	341	261	413				413
Subtotal	833	726	556	413	472	427	327	938
Other remuneration¹								
Pension fund contributions	75	62	48		75	62	48	0
Insurance	3	3	1		3	3	1	0
Payments in kind incl. company car and parking space	10	9	12		10	9	12	0
Compensation in lieu of holiday					0	0	0	318
Subtotal	88	74	60		88	74	60	318
Total remuneration								
fixed	750	620	475		750	620	475	0
variable	833	726	556	413	472	427	327	938
other	88	74	60		88	74	60	318
Total	1,671	1,420	1,091	413	1,310	1,121	862	1,256
Fixed components (%)	45%	44%	44%	0%	57%	55%	55%	0%
Variable shares (%)	50%	51%	51%	100%	36%	38%	38%	75%
Other shares	5%	5%	5%	0%	7%	7%	7%	25%
Total				4,595				4,549
Change in average remuneration of the employees year-on-year				+ 1.74%				-0.14%

	2020				2019			
	Strugl	Kollmann	Kaspar	Anzen- gruber	Strugl	Kollmann	Kaspar	Anzen- gruber
	685	620	475	750	685	620	475	750
	685	620	475	750	685	620	475	750
	348	399	242	609	0	390	0	575
	348	399	242	609	0	390	0	575
	69	62	48	75	69	62	48	75
	3	3	1	3	3	4	1	3
	9	9	12	17	9	9	12	10
	0	0	0	0	0	0	0	0
	80	74	60	95	81	74	60	88
	685	620	475	750	685	620	475	750
	348	399	242	609	0	390	0	575
	80	74	60	95	81	74	60	88
	1,113	1,093	777	1,454	766	1,084	535	1,413
	63%	80%	33%	67%	63%	116%	34%	98%
	32%	51%	17%	55%	0%	73%	0%	75%
	7%	10%	4%	9%	7%	14%	4%	12%
				4,438				3,799
				+ 0.03%				

Personnel expenses net of taxes and social security contributions is used to calculate the ratio between the total annual compensation of the CEO and the average remuneration of employees. This is also adjusted for the remuneration of the CEO; the ratio is around 1:17.

3.3.3. Old-age pension

In financial year 2022, €296.4k was paid out to former members of the Executive Board and their surviving dependants as direct company pension entitlements.

3.4. Alignment of total remuneration with the remuneration policy

VERBUND's goal is to have competitive terms of remuneration and employment both for the members of the Executive Board and for employees which optimally foster and support strategy implementation. The remuneration structures and remuneration of the members of the Executive Board were defined in accordance with internationally recognised procedures for setting a remuneration structure customary for the market and the industry and are also regularly reviewed in terms of market trends.

Remuneration of members of the Executive Board is linked to implementation of the strategy and the long-term performance of the Company. The components of remuneration are designed to support the strategic objectives and thus to provide a basis for the Company's long-term and sustainable performance.

For the member of the Executive Board, the basic salary represents a fixed income commensurate with their responsibility, with the scope and the complexity of their activity and with their role within the Executive Board. It is at a competitive level in order to ensure that the Company is able to secure top management candidates in this competitive labour market. The performance-related, variable remuneration components beyond this basic salary reflect the Company's strategic direction and provide incentives for a reasonable balance between the need to optimise business activities and to grow VERBUND's corporate value in the medium to long term. Binding every member of the Executive Board to VERBUND's strategy through individual targets and performance incentives ensures the sustainable performance of the Company in line with shareholder interests. There are no plans for an automated mechanism to adjust remuneration for inflation.

The remuneration of the individual members of the Executive Board also corresponds to the overall responsibility associated with the tasks of the Executive Board of a listed and internationally active group in the industry. Taking into account the individual responsibility of the individual Executive Board members depending on the functions assigned, differentiated remuneration is paid in the area of the fixed basic salary; the maximum achievable variable components are distributed equally in percentage terms [STI: 60%, LTIP: 65% or a maximum of 78% (in the case of 120% target achievement) of the basic salary].

The financial performance indicators defined in the remuneration policy enable an overall assessment of VERBUND's financial performance. Appropriate performance criteria as well as ambitious target achievement curves strengthen the corporate strategy and provide incentives for long-term and sustainable management decisions. The financial performance criteria of Group result, total shareholder return and free cash flow before dividends represent the basis for measuring dividends, the return for shareholders as well as VERBUND's investment strength and financial stability.

Neither the scope of the variable remuneration components nor the underlying key figures, or indeed the specifically agreed individual targets encourage the taking of excessive risks. In the case of 100% target achievement, the maximum achievable STI amounts to approximately one-quarter of the maximum total remuneration. In the case of 120% target achievement, the maximum achievable LTIP amounts to

approximately one-third of the maximum total remuneration. In this context, the ratio of fixed and variable remuneration components ensures that achievement of short-term, bonus-relevant targets does not take precedence.

4. Information on share-based payment

There was no share-based payment pursuant to Section 78c(2)(4) of the Austrian Stock Corporation Act (AktG) at VERBUND AG in the reporting period.

5. Other information and disclosures (on deviations from the remuneration policy, reclaim of variable remuneration components, consideration of the results of the vote at the last Annual General Meeting, where applicable)

As announced in the 2021 remuneration report, the performance criteria were modified in the 2022 reporting period. The “expanding electricity generation from new renewables” criterion was included for both short-term variable remuneration and long-term variable remuneration. No other modifications or changes were made in the reporting period. The appointments of all Executive Board members end at 11.39 p.m. CEST on 31 December 2023. Executive Board contracts starting from 1 January 2024 will be based on the remuneration policy to be submitted for resolution to the 76th Annual General Meeting on 25 April 2023.

B. Remuneration report governing the remuneration of the members of the Supervisory Board of VERBUND AG (Section 98a of the Austrian Stock Corporation Act (AktG))

The Annual General Meeting of VERBUND AG adopted the remuneration policy for the Supervisory Board on 16 June 2020. This stipulates that members of the Supervisory Board shall receive fixed remuneration not related to performance. There is no provision for performance-related remuneration components because the Supervisory Board has no responsibility for the Group's earnings.

The Supervisory Board remuneration corresponds to the remuneration system set out in the remuneration policy and is composed of the following components:

Remuneration system in accordance with the remuneration policy

Remuneration component

	Description
Annual remuneration (basic salary)	Fixed basic salary for activities in the Supervisory Board, depending on the function of the Supervisory Board member (chairperson, vice-chairperson, ordinary member)
Annual remuneration for committee work	Additional remuneration for work in a Supervisory Board committee, depending on the function of the committee member (chairperson, vice-chairperson, ordinary member)
Attendance fee	Compensation for attendance of meetings of the Supervisory Board and its committees

Beyond this, each member of the Supervisory Board is entitled to reimbursement of reasonable cash expenses, especially of travel expenses incurred.

The remuneration structure of the Supervisory Board was most recently adjusted at the Annual General Meeting on 20 April 2021, with the annual remuneration (basic salary) being extended to include work in the Sustainability Committee. No annual remuneration (basic salary) is paid for work in the Nomination, Remuneration or Emergencies Committee, only the attendance fee. The remuneration for members of the Supervisory Board and its committees is normally as follows:

Remuneration structure of VERBUND AG for the Supervisory Board and its committees

Annual remuneration (basic salary) in €	Total
Chairperson	25,000
Vice-chairperson	15,000
Ordinary member	10,000

In addition, each Supervisory Board and committee member receives €500 for each meeting they attend. Members of the Supervisory Board or one of its committees who were not members for the entire financial year will receive proportionate remuneration (calculated on a monthly basis).

Other payments, such as contributions to the inter-company pension fund, remuneration from affiliated companies, one-off severance payments or payments for old-age pensions were not granted to members of the Supervisory Board.

The composition of the Supervisory Board changed as follows in the financial year now ended:

- Dr. Edith Hlawati replaced MMag. Thomas Schmid (until 8 June 2021)
- Dipl.-Ing. Robert Stajic replaced Dr. Susan Hennersdorf (until 25 April 2022)

The shareholder representatives in the Supervisory Board are members of the following committees (as at 31 December 2022):

- Nomination Committee: Mag. Martin Ohneberg (Chairman), Dr. Edith Hlawati (Vice-Chairwoman), Dr. Christine Catasta, Dipl. Ing. Robert Stajic
- Remuneration Committee: Mag. Martin Ohneberg (Chairman), Dr. Edith Hlawati (1st Vice-Chairwoman), Dr. Christine Catasta (2nd Vice-Chairwoman)
- Emergencies Committee: Dr. Edith Hlawati (Chairwoman), Mag. Martin Ohneberg (Vice-Chairman), Mag. Christa Schlager, Dipl. Ing. Robert Stajic
- Audit Committee: Dr. Christine Catasta (Chairwoman), Mag. Martin Ohneberg (Vice-Chairman), Mag. Jürgen Roth, Mag. Christa Schlager
- Strategy Committee: Mag. Martin Ohneberg (Chairman), Dipl.-Ing. Eckhardt Rümmler (Vice-Chairman), Prof. Dr. Barbara Praetorius, Mag. Jürgen Roth, Dipl. Ing. Robert Stajic
- Sustainability Committee: Prof. Dr. Barbara Praetorius (Chairwoman), Dipl.-Ing. Eckhardt Rümmler (Vice-Chairman), Mag. Christa Schlager, Dipl. Ing. Robert Stajic

The attendance fee is calculated based on the Supervisory Board members' attendance at the meetings of the Supervisory Board and its committees.

Overview of meeting attendance in 2022¹⁰

Name of the shareholder representative	Supervisory Board	Nomination Committee	Remuneration Committee	Emergencies Committee	Audit Committee	Strategy Committee	Sustainability Committee
Mag. Martin Ohneberg (Chairman)	7/7	3/3	4/4	0/0	3/3	4/4	-
Dr. Edith Hlawati (1st vice-chairwoman) (from 25/4/2022)	5/5	2/2	3/3	0/0	-	-	-
Dr. Christine Catasta (2nd vice-chairwoman)	7/7	3/3	4/4	0/0	3/3	-	-
Dr. Susan Hennersdorf (until 25/4/2022)	2/2	-	-	-	-	1/1	-
Prof. Dr. Barbara Praetorius	7/7	-	-	-	-	4/4	3/3
Mag. Jürgen Roth	6/7	1/1	-	-	3/3	4/4	1/1
Dipl.-Ing. Eckhardt Rümmler	7/7	-	-	0/0	-	3/4	3/3
Mag. Christa Schlager	6/7	1/1	1/1	0/0	3/3	-	3/3
Dipl. Ing. Robert Stajic (from 25/4/2022)	5/5	1/2	-	0/0	-	3/3	2/2
Mag. Stefan Szyszkowitz	6/7	-	-	-	-	-	-
Dipl. Ing. Peter Weinelt	5/7	-	-	-	-	-	-

Name of employee representative

Kurt Christof	7/7	-	-	0/0	3/3	-	-
Doris Dangl	7/7	3/3	-	0/0	3/3	4/4	3/3
Dr. Isabella Hönlinger	7/7	-	-	-	-	-	3/3
Ing. Wolfgang Liebscher	7/7	3/3	-	-	-	4/4	-
Veronika Neugeboren	7/7	-	-	-	-	4/4	-

The Supervisory Board and its committees are reconstituted each year after the Annual General Meeting, which leads to changes in the composition of the Supervisory Board and its committees during the year. This results in variations between the total number of meetings attended by individual members of the Supervisory Board and the committees. The composition of the Supervisory Board and its committees gives rise to the following remuneration for the individual members of the Supervisory Board, which was paid out for the 2022 financial year.

¹⁰ meeting attendance starting from the member's term of office

Remuneration of the Supervisory Board members – shareholder representatives

in €		Basic salary			Total remuneration
Name of Supervisory Board member	Year	Allowance for SB expenses	Committee remuneration	Attendance fee	
Mag. Martin Ohneberg	2022	25,000	40,000	7,000	72,000
	2021	20,000	30,000	6,000	56,000
	2020	15,000	20,000	5,000	40,000
	2019	10,000	10,000	2,500	22,500
Dr. Edith Hlawati (from 25/4/2022)	2022	10,000	-	2,500	12,500
	2021	-	-	-	-
	2020	-	-	-	-
	2019	-	-	-	-
Dr. Christine Catasta	2022	15,000	28,333	5,000	48,333
	2021	15,000	28,333	5,500	48,833
	2020	7,500	12,500	3,000	23,000
	2019	-	-	-	-
Dr. Susan Hennersdorf (until 24/4/2022)	2022	3,333	3,333	1,500	8,166
	2021	10,000	10,000	5,500	25,500
	2020	5,000	5,000	3,500	13,500
	2019	-	-	-	-
Prof. Dr. Barbara Praetorius	2022	10,000	35,000	7,000	52,000
	2021	10,000	35,000	7,500	52,500
	2020	5,000	5,000	3,000	13,000
	2019	-	-	-	-
Mag. Jürgen Roth	2022	10,000	20,000	6,500	36,500
	2021	10,000	20,000	7,000	37,000
	2020	10,000	10,000	5,000	25,000
	2019	10,000	6,667	3,500	20,167
Dipl.-Ing. Eckhardt Rümmler	2022	10,000	30,000	6,500	46,500
	2021	10,000	30,000	7,000	47,000
	2020	5,000	7,500	4,000	16,500
	2019	-	-	-	-
Mag. Christa Schlager	2022	11,667	20,000	6,000	37,667
	2021	11,667	20,000	7,000	38,667
	2020	5,000	5,000	3,000	13,000
	2019	-	-	-	-
Dipl. Ing. Robert Stajic (from 25/4/2022)	2022	6,667	13,333	5,000	25,000
	2021	-	-	-	-
	2020	-	-	-	-
	2019	-	-	-	-

in €		Basic salary			Total remuneration
Name of Supervisory Board member	Year	Allowance for SB expenses	Committee remuneration	Attendance fee	
Mag. Stefan Szyszkowitz	2022	10,000	-	3,000	13,000
	2021	10,000	-	3,000	13,000
	2020	10,000	-	3,000	13,000
	2019	10,000	-	2,500	12,500
Dipl. Ing. Peter Weinelt	2022	10,000	-	2,500	12,500
	2021	10,000	-	3,500	13,500
	2020	10,000	-	3,000	13,000
	2019	10,000	-	2,500	12,500

Because the employee representatives carry out their role in the Supervisory Board on a voluntary basis in accordance with Section 110(3) of the Austrian Labour Constitution Act (Arbeitsverfassungsgesetz, ArbVG), the fixed annual basic salary does not apply. However, the attendance fee is also payable to the employee representatives on the Supervisory Board for attending meetings of the Supervisory Board and its committees in accordance with the remuneration scheme approved by the Annual General Meeting of VERBUND AG.

Remuneration of the Supervisory Board members – employee representatives

in €			
Name of Supervisory Board member	Year		Attendance fee
Kurt Christof	2022		5,000
	2021		5,000
	2020		4,500
	2019		4,000
Doris Dangl	2022		8,500
	2021		9,000
	2020		7,000
	2019		5,500
Dr. Isabella Hönlinger	2022		5,000
	2021		5,500
	2020		3,500
	2019		2,500
Ing. Wolfgang Liebscher	2022		5,500
	2021		5,500
	2020		5,000
	2019		3,500
Veronika Neugeboren	2022		5,500
	2021		5,500
	2020		4,500
	2019		2,000

Total payouts

The remuneration of the Supervisory Board members in 2022 (payment was made in 2022) totalled €393,668 (previous year: €390,500). The Supervisory Board held seven meetings in 2022 and its committees held 17 meetings, giving a total of 24 (previous year: 20 meetings).

Vienna, 7 March 2023



Michael Strugl
Chairman of the
Executive Board of
VERBUND AG



Peter F. Kollmann
CFO, Member of the
Executive Board of
VERBUND AG



Achim Kaspar
Member of the
Executive Board of
VERBUND AG

Vienna, 15 March 2023



Martin Ohneberg
Chairman of the Supervisory Board

Appendix

Remuneration paid to the Supervisory Board members for 2021

in €					
Name of Supervisory Board member	Year	Allowance for SB expenses	Basic salary		Total remuneration
			Committee remuneration	Attendance fee	
MMag. Thomas Schmid (until 8/6/2021)	2021	12,500	12,500	3,000	28,000
Mag. Martin Ohneberg	2021	20,000	30,000	6,000	56,000
Dr. Christine Catasta	2021	15,000	28,333	5,500	48,833
Dr. Susan Hennersdorf	2021	10,000	10,000	5,500	25,500
Prof. Dr. Barbara Praetorius	2021	10,000	35,000	7,500	52,500
Mag. Jürgen Roth	2021	10,000	20,000	7,000	37,000
Dipl.-Ing. Eckhardt Rümmler	2021	10,000	30,000	7,000	47,000
Mag. Christa Schlager	2021	11,667	20,000	7,000	38,667
Mag. Stefan Szyszkowitz	2021	10,000	-	3,000	13,000
Dipl. Ing. Peter Weinelt	2021	10,000	-	3,500	13,500
Kurt Christof	2021	-	-	5,000	5,000
Doris Dangl	2021	-	-	9,000	9,000
Dr. Isabella Hönlinger	2021	-	-	5,500	5,500
Ing. Wolfgang Liebscher	2021	-	-	5,500	5,500
Veronika Neugeboren	2021	-	-	5,500	5,500
TOTAL					390,500

Remuneration paid to the Supervisory Board members for 2020

Name of Supervisory Board member	Year	Allowance for SB expenses	Basic salary		Total remuneration
			Committee remuneration	Attendance fee	
MMag. Thomas Schmid	2020	25,000	32,500	5,000	62,500
Mag. Martin Ohneberg	2020	15,000	20,000	5,000	40,000
Dr. Christine Catasta (from 16/6/2020)	2020	7,500	12,500	3,000	23,000
Mag. Elisabeth Engelbrechtsmüller-Strauß (until 16/6/2020)	2020	7,500	17,500	2,000	27,000
Dr. Susan Hennersdorf (from 16/6/2020)	2020	5,000	5,000	3,500	13,500
Mag. Harald Kaszanits (until 16/6/2020)	2020	5,000	5,000	500	10,500
Mag. Werner Muhm (until 16/6/2020)	2020	5,000	5,000	1,500	11,500
Prof. Dr. Barbara Praetorius (from 16/6/2020)	2020	5,000	5,000	3,000	13,000
Dr. Susanne Riess (until 16/6/2020)	2020	5,000	-	500	5,500
Mag. Jürgen Roth	2020	10,000	10,000	5,000	25,000
Dipl.-Ing. Eckhardt Rümmler (from 16/6/2020)	2020	5,000	7,500	4,000	16,500
Mag. Christa Schlager (from 16/6/2020)	2020	5,000	5,000	3,000	13,000
Mag. Stefan Szyszkowitz	2020	10,000	-	3,000	13,000
Christa Wagner (until 16/6/2020)	2020	5,000	-	500	5,500
Dipl. Ing. Peter Weinelt	2020	10,000	-	3,000	13,000
Kurt Christof	2020	-	-	4,500	4,500
Doris Dangl	2020	-	-	7,000	7,000
Dr. Isabella Hönlinger	2020	-	-	3,500	3,500
Ing. Wolfgang Liebscher	2020	-	-	5,000	5,000
Veronika Neugeboren	2020	-	-	4,500	4,500
TOTAL					317,000

Remuneration paid to the Supervisory Board members for 2019

Name of Supervisory Board member	Year	Allowance for SB expenses	Basic salary		Total remuneration
			Committee remuneration	Attendance fee	
MMag. Thomas Schmid (from 30/4/2019)	2019	16,666	26,667	4,000	47,333
Mag. Martin Ohneberg (from 30/4/2019)	2019	10,000	20,000	2,500	22,500
Mag. Elisabeth Engelbrechtsmüller-Strauß	2019	15,000	35,000	5,000	55,000
Mag. Harald Kaszanits	2019	10,000	10,000	4,000	24,000
Mag. Werner Muhm	2019	10,000	10,000	4,000	24,000
Dr. Gerhard Roiss (until 30/4/2019)	2019	8,333	13,334	1,500	23,167
Dr. Susanne Riess	2019	10,000	-	2,000	12,000
Mag. Jürgen Roth	2019	10,000	6,667	3,500	20,167
Dr. Michael Süß (until 30/4/2019)	2019	5,000	5,000	1,000	11,000
Mag. Stefan Szyszkowitz	2019	10,000	-	2,500	12,500
Christa Wagner	2019	10,000	3,333	3,000	16,333
Dipl. Ing. Peter Weinelt	2019	10,000	-	2,500	12,500
Kurt Christof	2019	-	-	4,000	4,000
Doris Dangl	2019	-	-	5,500	5,500
Dr. Isabella Hönlinger	2019	-	-	2,500	2,500
Ing. Wolfgang Liebscher	2019	-	-	3,500	3,500
Veronika Neugeboren (from 3/4/2019)	2019	-	-	2,000	2,000
Dipl.-Ing. Hans Pfau (until 2/4/2019)	2019	-	-	500	500
TOTAL					298,500