

VIENNA INSURANCE GROUP AG Wiener Versicherung Gruppe

Remuneration Report 2025

In case of doubt, the German version prevails.

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This remuneration report was prepared by the Managing Board and Supervisory Board of Vienna Insurance Group AG Wiener Versicherung Gruppe and gives a detailed overview of the remuneration paid or owed in the 2025 financial year to current and previous members of the Managing Board and Supervisory Board.

1. Introduction – business performance

Vienna Insurance Group AG Wiener Versicherung Gruppe closed the 2025 financial year with strong premium growth and an outstanding increase in profit: The premium volume grew to EUR 16.3 billion, and profit before taxes exceeded the EUR 1 billion mark for the first time, reaching EUR 1,161.3 million.

Premiums written

As in previous years, the strong premium growth was attributable to all segments and lines of business. The Poland (+10.7%), Extended CEE (+9.2%), Czech Republic (+8.2%) and Austria (+4.6%) segments performed particularly well. Within the Extended CEE segment, Croatia (+12.9%), Romania (+9.3%), Hungary (+8.4%), the Baltic states (+7.8%) and Slovakia (+7.4%) delivered particularly solid premium growth. In the Special Markets segment, growth was driven primarily by Türkiye (+5.8%). In terms of the lines of business, the highest growth was reported in health insurance (+11.4%), followed by life insurance (+8.9%) and motor third-party liability insurance (+7.6%).

Insurance service revenue:

The increase in insurance service revenue also came from all the segments. Health insurance recorded the strongest growth at 15.5%, followed by life insurance at 12.5%, motor third-party liability insurance at 10.4%, motor own damage at 7.3%, and other property insurance at 4.6%. In particular, the Extended CEE and Special Markets segments contributed to this increase.

Profit before taxes:

The exceptional growth was primarily driven by the segments Poland (+62.5%), Extended CEE (+48.1%), Czech Republic (+35.3%) and Austria (+29.3%). Net profit after taxes and non-controlling interests rose by 33.3% to EUR 834.9 million.

Insurance service expenses:

The increase of +7.5% was primarily attributable to the significant rise in business volume.

Net combined ratio:

Both the cost ratio and the claims ratio improved in 2025, leading to a notably lower combined ratio of 90.1% (2024: 93.4%). This was also supported by the absence of significant weather-related claims compared to 2024. The strongest improvements were reported in the segments Czech Republic (-10.1 percentage points), Special Markets (-5.1 percentage points), Poland (-3.8 percentage points) and Austria (-2.2 percentage points).

Operating return on equity: 18.7% | +2.5 percentage points

Investments held at VIG's own risk: EUR 38.0 billion | +4.3%

Solvency: 296%

The Group's solvency ratio as of 31 December 2025 was 296%. The Group thus remains very well capitalised.

Strong growth momentum from planned NÜRNBERGER acquisition

In October 2025, VIG announced a tender offer for up to 100% of the share capital of NÜRNBERGER Beteiligungs-AG (Nürnberg). The planned acquisition represents the largest transaction in VIG's history, is intended to contribute to the Group's further diversification, and supports its long-term profitable growth strategy in CEE. The completion of the offer is subject to standard market conditions, including regulatory approvals—closing is expected at the beginning of the second half of 2026.

Positive outlook for 2026

In October, the rating agency Standard & Poor's confirmed VIG's financial strength and issuer credit rating with an excellent 'A+' rating and raised the Group's outlook from 'stable' to 'positive.' This improvement stems from VIG's diversification and growth, the resulting broader income base, and its strong resilience. According to Standard & Poor's, these conditions position VIG for continuous and sustainable expansion in the CEE region. In addition, the strategic partnership with Erste Group and its expansion further strengthen VIG's growth potential. Against the backdrop of the Group's high resilience and diversification, VIG's management aims to achieve profit before taxes within a range of EUR 1.25 to EUR 1.3 billion for the 2026 financial year, excluding the planned acquisition of Nürnberg.

2. Remuneration report relating to members of the Managing Board

2.1 GENERAL

The remuneration policy sets out the rules for the establishment of a remuneration practice in accordance with the principles which must be considered by the Supervisory Board and/or the Supervisory Board Committee for Managing Board Matters when passing a resolution on the remuneration structure and the scope and weighting of specific targets for the variable remuneration:

- The financial terms and other benefits offered to a member of the Managing Board must be sufficiently attractive to ensure that suitable individuals can be identified and retained. The remuneration is an important part of such package.
- The remuneration of members of the Managing Board must prioritise the variable component and, thus, must be proportionate to the performance of the Company.
- The remuneration of members of the Managing Board should emphasise the objective to promote the long-term interests and the sustainability of the Company's performance – depending on the sustainable development of the Company – by deferring payment of a significant portion of the variable remuneration.
- The remuneration should promote the implementation of the Group strategy by selecting and identifying targets in connection with the variable remuneration. The corresponding targets in connection with the variable remuneration should promote the management's awareness of the corporate social responsibility of a major company.

The remuneration of members of the Managing Board consists of fixed and variable components. Currently, the remuneration of the Managing Board does not include a share-based remuneration.

The ratios within the aggregate remuneration, i.e. the monetary remuneration as contractually agreed and based on annual resolutions of the Supervisory Board Committee for Managing Board Matters, are as follows:

| | CHAIRPERSON OF THE MANAGING BOARD | | | | |
|--|---|--|--------------|---|--------------|
| | Ratios according to the remuneration policy | Maximum possible remuneration for 2025 | | Actual entitlement for 2025 ¹⁾ | |
| Fixed remuneration (clause 2.2.1 of the remuneration policy) | 50-52 % | 895 | 51,6 % | 895 | 53,5 % |
| Contractually agreed bonus if targets are achieved (clause 2.2.2 a of the remuneration policy) | 35-37 % | 620 | 35,7 % | 558 | 33,4 % |
| Specific remuneration (clause 2.2.2 b of the remuneration policy) | 12-14 % | 220 | 12,7 % | 220 | 13,1 % |
| TOTAL | 100 % | 1 735 | 100 % | 1 673 | 100 % |

¹⁾ contractually agreed bonus and specific remuneration as granted, due in accordance with the sustainability requirements for the years 2026 to 2029

| | MEMBERS OF THE MANAGING BOARD ²⁾ (EXCL. CHAIRPERSON) | | | | |
|--|--|--|--------------|---|--------------|
| | Ratios according to the remuneration policy | Maximum possible remuneration for 2025 | | Actual entitlement for 2025 ¹⁾ | |
| Fixed remuneration (clause 2.2.1 of the remuneration policy) | 55-58 % | 3 630 | 56,2 % | 3 630 | 57,7 % |
| Contractually agreed bonus if targets are achieved (clause 2.2.2 a of the remuneration policy) | 29-32 % | 1 977 | 30,6 % | 1 898 | 30,2 % |
| Specific remuneration (clause 2.2.2 b of the remuneration policy) | 12-14 % | 848 | 13,1 % | 762 | 12,1 % |
| TOTAL | 100 % | 6 455 | 100 % | 6 290 | 100 % |

¹⁾ contractually agreed bonus and specific remuneration as granted, due in accordance with the sustainability requirements for the years 2026 to 2029

²⁾ including Deputy member of the Managing Board

This breakdown does not include any financial and non-financial ancillary benefits, for example the private use of a company car, any supervisory board remuneration granted by subsidiaries, etc.

2.2 OVERVIEW OF THE AGGREGATE REMUNERATION

2.2.1 FIXED REMUNERATION

The fixed remuneration is a specific amount owed to a member of the Managing Board and is specified in the respective management agreement. This amount is the annual gross salary and is paid in instalments. The fixed remuneration must be of a sufficient amount to prevent a member of the Managing Board from predominantly depending on the variable remuneration. The fixed remuneration of the members of the Managing Board who were active on 31 December 2019 will be adjusted on an annual basis in proportion to the salary of the other employees of the Company. The remuneration of the members of the Managing Board appointed as from 1 January 2020 is not subject to such automatic adjustment.

In the financial year 2025, the total fixed remuneration for active members of the Managing Board amounted to tEUR 4,525.

| | 2025 | 2024 |
|--------------------|--------------|--------------|
| LÖGER | 895 | 895 |
| HÖFINGER | 752 | 740 |
| HIRNER | 674 | 644 |
| LAHNER | 580 | 580 |
| LEHEL | 580 | 580 |
| RIENER | 580 | 580 |
| RATH ¹⁾ | 464 | 155 |
| TOTAL | 4 525 | 4 174 |

¹⁾ appointed as a Deputy member of the Managing Board with effect from 1 September 2024

2.2.2 VARIABLE REMUNERATION

In accordance with clause 2.2.2(a) of the remuneration policy, variable remuneration always includes a **contractually agreed bonus** if targets are achieved. This bonus is an amount specified in the management agreement and is owed to a member of the Managing Board if certain annual predefined performance and/or success criteria are achieved. The contractually agreed bonus depends on financial and non-financial targets.

The following deferral rule based on sustainability requirements must be satisfied in connection with the accounting for and/or payment of a bonus:

60% of the bonus determined for the year 2025 will be paid out in 2026.

40% of the bonus earned for the financial year 2025 is subject to a sustainability-oriented deferral rule.

The part of the bonus subject to sustainability requirements will be distributed in equal shares among the three following financial years and approved by the Supervisory Board Committee for Managing Board Matters in the financial years 2027, 2028 and 2029 subject to the sustainable development of the Company. This requires an earnings target achievement of at least 50% in the financial year prior to the respective part becoming due and payable.

In the course of the determination of the targets and other criteria for the payment of a bonus, the Supervisory Board Committee for Managing Board Matters can, pursuant to clause 2.2.2 b of the remuneration policy, also announce specific targets and a corresponding extraordinary performance-related and/or specific remuneration for all or individual members of the Managing Board in advance (for example, for the overfulfilment of targets, country-specific targets, or in connection with a specific strategic orientation). Specific remuneration for special targets based on the satisfaction of criteria specified in advance is also subject to sustainability requirements.

For 2025, Managing Board members were also awarded an additional amount of approximately 21% to 26% of the contractual bonus for achieving special strategic targets (excluding potential overachievement opportunities). Details regarding the targets and their achievement are provided below.

In exceptional cases, the Supervisory Board Committee for Managing Board Matters can also grant monetary awards for extraordinary performance of the Managing Board or its individual members with retrospective effect to the extent such performance is not subject to a contractually agreed bonus or a specific remuneration (clause 2.2.2 c of the remuneration policy).

The following monetary awards were granted for the 2025 reporting year (see page 10 for details).

The Managing Board's **variable remuneration** includes both financial and non-financial targets. The details of each target components are as follows:

| | Weighting ⁵⁾ | Target value | Actual value |
|---|-------------------------|---------------------------------|---------------------|
| Profit before tax | 9,9-11,8 % | EUR 950 million | EUR 1.161,3 million |
| Minimum requirement ¹⁾ | | EUR 900 million | |
| Specific remuneration (clause 2.2.2 b of the remuneration policy) ²⁾ | 5 % | at least EUR 1.000 million | |
| Results pursuant to the Austrian Commercial Code (UGB) | 9-10 % | EUR 340 million | EUR 518,3 million |
| Minimum requirement ³⁾ | | EUR 200 million | |
| Specific remuneration (clause 2.2.2 b of the remuneration policy) ²⁾ | 5 % | Details see below ⁶⁾ | |
| Combined Ratio IFRS 17/9 (undiscounted) | 9 % | max. 96% | 94,2 % |
| CSM sustainability index ⁴⁾ | 10 % | min. 70% | 78,6 % |

¹⁾ If the minimum requirement is met, 50% of the bonus attributable to the target is payable; if the target is met between EUR 900.0 million and EUR 950.0 million, the bonus is calculated on a pro-rata basis.

²⁾ If defined criteria are exceeded, a special bonus for exceeding targets of up to a maximum of 5% of the total bonus amount achievable for the year 2025 is payable.

³⁾ If the minimum requirement is met, the amount is determined based on the degree of target achievement calculated according to defined criteria.

⁴⁾ assuming Türkiye is on target

⁵⁾ Ranges refer to the different weightings applied to individual members of the Managing Board.

⁶⁾ If defined criteria are exceeded, a special bonus of up to 5% is payable. The key factors here are, in particular, the holding company's cost development, capital and dividend flows within the Group, and the quality of earnings in the industrial business. These performance metrics showed a very positive overall trend during the financial year. Overall, the relevant criteria were not only met but significantly exceeded in key areas. The Committee therefore assessed the target as having been exceeded.

As part of the variable remuneration, individual targets were set for the members of the Managing Board, which were based on their respective country and divisional responsibilities and encompassed both operational and strategic priorities. The objectives ranged from ensuring profitability and sustainable business performance in the markets under their responsibility, through the implementation of key transformation and integration projects, to the further development of central Group functions.

Overall, it is evident that the key operational and strategic objectives in the respective countries and functions were largely achieved. In numerous areas, positive developments were achieved, key initiatives were successfully advanced, and the targeted contributions to the Group's earnings and business performance were delivered.

At the same time—in line with the breadth of the areas of responsibility—there was a mixed picture regarding the achievement of targets. While the majority of the targets were implemented as planned, individual projects fell short of original expectations or were subject to delays. These aspects were appropriately taken into account in the overall assessment; however, they do not detract from the Group's overall very positive performance, which also forms the basis for the bonus decision.

Overall, the achievement of targets thus reflects a solid execution of individual areas of responsibility, with both the successful development of core business segments and the not-yet-fully-realized implementation of individual initiatives being appropriately taken into account.

The members of the Managing Board were also eligible for a **special bonus** for strategic special targets for the 2025 financial year in accordance with clause 2.2.2(b) of the remuneration policy. This special bonus specifically addressed key transformation initiatives as well as the further development of selected structures within the Group and was divided into several key focus areas. The weighting for the individual Managing Board members ranged between approximately 16% and 18% of the total achievable bonus amount.

Overall, target achievement was rated at 75%. This rating reflects, on the one hand, the successful implementation of the Group-wide Transition Plan as well as the establishment of appropriate management and governance structures to strengthen and further develop the Group's operations.

Overall, the strategic priorities were thus achieved to the extent necessary for target attainment, with the varying implementation dynamics on individual points being appropriately factored into the overall assessment.

Overall, the achievement of targets by the individual Managing Board members was at a high level, although—in line with their different areas of responsibility and priorities—there was a range in the achievement of targets among the individual Managing Board members. The achieved scores ranged from approximately 90% to 99%, specifically: Löger 92.7%, Höfinger 95.3%, Hirner 92.5%, Lahner 95.3%, Lehel 92.1%, Riener 98.5%, and Rath 90.3%. This range reflects the overall solid achievement of targets, coupled with a differentiated assessment of performance in individual areas of responsibility.

This resulted in the following variable remuneration for the individual members of the Managing Board:

| | 2025 ²⁾ | | | | 2024 | | | |
|--------------------|---|-----------------|-----------------------------|--------------|---|-----------------|-----------------------------|--------------|
| | Entitlement from previous years (carried forward) | Payment in 2025 | Earned entitlement for 2025 | Amount owed | Entitlement from previous years (carried forward) | Payment in 2025 | Earned entitlement for 2025 | Amount owed |
| LÖGER | 1 234 | 678 | 778 | 1 335 | 992 | 536 | 778 | 1 234 |
| HÖFINGER | 907 | 503 | 572 | 976 | 815 | 462 | 554 | 907 |
| HIRNER | 799 | 446 | 476 | 830 | 742 | 418 | 475 | 799 |
| LAHNER | 719 | 403 | 429 | 745 | 692 | 388 | 415 | 719 |
| LEHEL | 692 | 382 | 414 | 725 | 742 | 418 | 368 | 692 |
| RIENER | 686 | 379 | 443 | 750 | 726 | 409 | 368 | 686 |
| RATH ¹⁾ | 98 | 59 | 325 | 364 | - | - | 98 | 98 |
| TOTAL | 5 136 | 2 850 | 3 438 | 5 724 | 4 710 | 2 631 | 3 057 | 5 136 |

¹⁾ appointed as a Deputy member of the Managing Board with effect from 1 September 2024

²⁾ The entitlement from previous years consists of the outstanding deferred sustainability components from the years 2021 to 2023 and the entitlement earned in 2024.

The amount owed is calculated as the entitlement from previous years less the payment in 2025 plus the entitlement earned in 2025.

Against the backdrop of the overall very positive performance of Vienna Insurance Group AG, which was also reflected on the capital market, among other things, the Committee decided to award a **bonus** to all members of the Managing Board in accordance with clause 2.2.2 c of the remuneration policy. This decision was based on a comprehensive overall assessment of the company's performance, progress in implementing the strategic direction, and the Managing Board's stewardship of the Group.

This assessment is made independently of individual target achievement within the framework of variable remuneration and focuses on the overall performance of the Group as a whole.

Furthermore, an additional bonus was granted in one specific case. This reflects demonstrably better-than-expected performance in a key core market, which resulted in a significant overachievement of the set targets and a correspondingly positive contribution to the Group's earnings performance.

The bonuses were awarded in accordance with the guidelines of the remuneration policy and serve as a supplement to the existing variable remuneration components without replacing them. Payment will be made in accordance with applicable regulations, in particular by applying the stipulated sustainability provisions.

In 2026, the members of the Managing Board are to receive a bonus for their extraordinary commitment, going beyond their regular duties, in initiating, negotiating, and successfully implementing the acquisition of Nürnberger Versicherung in 2025. The transaction represents a major strategic milestone and makes a significant contribution to the Group's sustainable value creation.

The bonus specifically recognises the high level of personal commitment and the successful management of this complex project. A prerequisite is the successful closing of the acquisition.

The amount of the bonus reflects the respective role and area of responsibility of the individual Managing Board members. Payment will be made in accordance with applicable regulations, in particular by applying the relevant sustainability provisions.

The bonuses are detailed as follows:

| | 2026 | 2025 | | | 2024 |
|--------------|---------------|-------------------|-----------------|---------------------------|----------|
| | Planned award | Award | Payment in 2025 | Amount owed ¹⁾ | Award |
| LÖGER | 125 | 85 | 51 | 34 | - |
| HÖFINGER | 100 | 115 ²⁾ | 69 | 46 | - |
| HIRNER | 100 | 57 | 34 | 23 | - |
| LAHNER | 150 | 50 | 30 | 20 | - |
| LEHEL | 75 | 50 | 30 | 20 | - |
| RIENER | 75 | 50 | 30 | 20 | - |
| RATH | 75 | 40 | 24 | 16 | - |
| SUMME | 700 | 447 | 268 | 179 | - |

¹⁾ The amount owed is calculated as the entitlement minus the payment in 2025.

²⁾ including a one-time bonus of tEUR 50

2.2.3 REMUNERATION GRANTED BY SUBSIDIARIES

In the reporting year, the members of the Managing Board received remuneration from subsidiaries totaling tEUR 1,095.

| | 2025 | 2024 |
|--------------------|--------------|------------|
| LÖGER | 201 | 196 |
| HÖFINGER | 219 | 153 |
| HIRNER | 154 | 51 |
| LAHNER | 181 | 135 |
| LEHEL | 127 | 106 |
| RIENER | 193 | 169 |
| RATH ¹⁾ | 19 | 3 |
| TOTAL | 1 095 | 812 |

¹⁾ appointed as Deputy member of the Managing Board with effect from 1 September 2024

This relates to remuneration for Supervisory Board mandates in subsidiaries. The remuneration paid to Mr. Lehel in 2024 and 2025 includes tEUR 25 in each year for his role as the legal representative of a subsidiary.

2.2.4 NON-PERFORMANCE-BASED ANCILLARY BENEFITS

Company car

Members of the Managing Board who hold a valid driver's license may be granted the use of a company car, with private use permitted subject to a deductible. A driver may be provided for business travel.

Insurance coverage

In the 2025 reporting year, the main shareholder of VIENNA INSURANCE GROUP AG Wiener Versicherung Gruppe, Wiener Städtische Wechselseitige Versicherungsverein – Vermögensverwaltung – Vienna Insurance Group, provided D&O and casualty insurance (including life insurance) to the top management level of VIG Group. Furthermore, members of the Managing Board are included in a travel health (Group) insurance for business travel (like employees).

Company facilities, own insurance contracts

In general, members of the Managing Board are permitted to use all facilities provided by the Company to its employees at the respective place of business subject to the same or adequately equivalent conditions as applicable to employees.

Social security contributions

The Company reimburses the part of the social security contributions assumed by the employer in the case of an employment relationship (see section 51 para 5 (Austrian) General Social Security Act (*ASVG*), which provides for the assumption of 50% of the owed amount).

The company spent a total of tEUR 156 on non-performance-based ancillary benefits for the Managing Board.

2.2.5 OVERVIEW OF AGGREGATE REMUNERATION FOR ACTIVE MANAGING BOARD MEMBERS

In total, the benefits paid to active members of the Managing Board since 2021 are as follows:

| | | ACTIVE MEMBERS OF THE MANAGING BOARD | | | | |
|---|------------------------------------|--------------------------------------|--------------|--------------|--------------|--------------|
| | | 2025 | 2024 | 2023 | 2022 | 2021 |
| Fixed remuneration | | 4 525 | 4 174 | 4 421 | 4 806 | 4 686 |
| Variable remuneration (including award) | Entitlement from previous years | 5 136 | 4 710 | 5 818 | 5 723 | 4 575 |
| | Payment in the reporting year | 3 118 | 2 631 | 3 107 | 3 143 | 2 558 |
| | Entitlement for the reporting year | 3 885 | 3 057 | 3 503 | 3 238 | 3 706 |
| | Amount owed | 5 903 | 5 136 | 6 215 | 5 818 | 5 723 |
| Remuneration granted by subsidiaries | | 1 095 | 812 | 995 | 978 | 774 |
| Non-performance based ancillary benefits | | 156 | 146 | 162 | 180 | 178 |
| Members of the Managing Board (average number) | | 7 | 6,3 | 7 | 8 | 8 |

2.2.6 REMUNERATION FOR PREVIOUS MEMBERS OF THE MANAGING BOARD

The following table details payments to previous members of the Managing Board:

| | 2025 | | | | 2024 | | | |
|--------------|---|-----------------|-------------|-----------------|---|-----------------|-------------|-----------------|
| | Variable remuneration | | | Company pension | Variable remuneration | | | Company pension |
| | Entitlement from previous years (carried forward) | Payment in 2025 | Amount owed | | Entitlement from previous years (carried forward) | Payment in 2024 | Amount owed | |
| GEYER | - | - | - | 584 | - | - | - | 575 |
| HAGEN | - | - | - | 223 | - | - | - | - |
| STADLER | 443 | 246 | 197 | 313 | 980 | 537 | 443 | 301 |
| FUCHS | - | - | - | 298 | 27 | 27 | - | 288 |
| KOSYNA | - | - | - | 303 | - | - | - | - |
| THIRRING | 237 | 132 | 105 | 164 | 525 | 288 | 237 | 158 |
| TOTAL | 680 | 377 | 303 | 1 884 | 1 533 | 853 | 680 | 1 322 |

The total remuneration paid to previous Managing Board members since 2021 is shown in the following table:

| | | PREVIOUS MEMBERS OF THE MANAGING BOARD | | | | |
|------------------------------|---------------------------------|--|--------------|------------|------------|------------|
| | | 2025 | 2024 | 2023 | 2022 | 2021 |
| Variable remuneration | Entitlement from previous years | 680 | 1 533 | 162 | 432 | 969 |
| | Payment in the reporting year | 377 | 853 | 135 | 269 | 537 |
| | Amount owed | 303 | 680 | 27 | 162 | 432 |
| Company pension | | 1 884 | 1 322 | 942 | 805 | 793 |
| Other remuneration | | - | - | 81 | - | - |

3. Remuneration report relating to members of the Supervisory Board

3.1 GENERAL

Remuneration should be commensurate with the duties and performance of the Supervisory Board member, the company's situation, and customary remuneration, and should ensure that Supervisory Board members are aligned with sustainable corporate development.

- The financial terms and other benefits offered to a member of the Supervisory Board must be sufficiently attractive to identify and retain suitable individuals who are willing and/or capable to perform the tasks and responsibilities in connection with their function.
- Furthermore, these terms and other benefits must also be sufficiently attractive to ensure a diverse selection process for candidates for the Supervisory Board.
- Considering their specific role, the remuneration of the Supervisory Board members will not have a variable component subject to the achievement of predefined targets.

3.2 OVERVIEW OF THE AGGREGATE REMUNERATION

The remuneration of the members of the Supervisory Board is subject to the approval of the Annual General Meeting (Article 14 para 1 of the Articles of Association).

3.2.1 FIXED REMUNERATION

Pursuant to the respective resolution of the Annual General Meeting, the members of the Supervisory Board receive a monthly remuneration (the amount of such remuneration depends on whether the member acts as Chairman/Chairwoman, Deputy Chairman/Chairwoman, or a simple member) and are entitled to an attendance fee per meeting (irrespective of the specific function), including for committee meetings.

3.2.2 VARIABLE REMUNERATION

The remuneration does not include a variable remuneration (which would be subject to the achievement of targets) unless the General Meeting passes a resolution to the contrary.

3.2.3 OTHER REMUNERATION COMPONENTS AND AGREEMENTS

Members of the Supervisory Board are insured persons under the D&O insurance policy taken out by Wiener Städtische Wechselseitige Versicherungsverein – Vermögensverwaltung – Vienna Insurance Group as part of a group insurance plan.

3.2.4 INDIVIDUAL REMUNERATION

The total remuneration for members of the Supervisory Board (including attendance fees) amounted to tEUR 877 in 2025. In detail, the members of the Supervisory Board received:

| | 2025 | | | 2024 | | |
|--------------------------------|----------------------|----------------|------------------------|----------------------|----------------|------------------------|
| | Monthly remuneration | Attendance fee | Aggregate remuneration | Monthly remuneration | Attendance fee | Aggregate remuneration |
| THIRRING | 75 | 9 | 84 | 50 | 13 | 62 |
| ERTL | 81 | 25 | 106 | 87 | 20 | 107 |
| SIMHANDL ¹⁾ | 62 | 25 | 87 | 41 | 13 | 54 |
| LASSHOFER | 62 | 25 | 87 | 61 | 23 | 85 |
| DOBRINGER | 50 | 16 | 66 | 50 | 20 | 69 |
| KOZMA | 50 | 16 | 66 | 50 | 19 | 69 |
| KULHANEK ¹⁾ | 50 | 9 | 59 | 33 | 7 | 41 |
| MACHACOVA ¹⁾ | 50 | 9 | 59 | 33 | 7 | 41 |
| MIHOK | 50 | 13 | 63 | 50 | 20 | 69 |
| SLEZAKOVA | 50 | 16 | 66 | 50 | 20 | 69 |
| SVOOB ¹⁾ | 50 | 16 | 66 | 33 | 13 | 46 |
| TUMPEL-GUGERELL | 50 | 16 | 66 | 50 | 9 | 59 |
| EIFERT ²⁾ | - | - | - | 20 | 5 | 26 |
| GEYER ²⁾ | - | - | - | 41 | 13 | 54 |
| FABISCH ²⁾ | - | - | - | 20 | 5 | 26 |
| SEMMELOCK-WERZER ²⁾ | - | - | - | 20 | 5 | 26 |
| TOTAL | 680 | 196 | 877 | 690 | 212 | 902 |

¹⁾ elected as members of the Supervisory Board at the Annual General Meeting on 24 May 2024

²⁾ resigned from the Supervisory Board with effect from the end of the Annual General Meeting on 24 May 2024

3.2.5 REMUNERATION GRANTED BY SUBSIDIARIES

In the reporting year, members of the Supervisory Board received remuneration totalling tEUR 238 from subsidiaries.

| | 2025 | 2024 |
|--------------------------------|------------|------------|
| THIRRING | 62 | 104 |
| ERTL | 31 | - |
| SIMHANDL ¹⁾ | 58 | 43 |
| LASSHOFER | 64 | 56 |
| DOBRINGER | - | - |
| KOZMA | - | - |
| KULHANEK ¹⁾ | 11 | 20 |
| MACHACOVA ¹⁾ | 11 | 20 |
| MIHOK | - | - |
| SLEZAKOVA | - | - |
| SVOOB ¹⁾ | - | - |
| TUMPEL-GUGERELL | - | - |
| EIFERT ²⁾ | - | - |
| GEYER ²⁾ | - | 49 |
| FABISCH ²⁾ | - | - |
| SEMMELOCK-WERZER ²⁾ | - | - |
| TOTAL | 238 | 292 |

¹⁾ elected as members of the Supervisory Board at the Annual General Meeting on 24 May 2024

²⁾ resigned from the Supervisory Board with effect from the end of the Annual General Meeting on 24 May 2024

This refers to remuneration for Supervisory Board positions in subsidiaries.

3.2.6 OVERVIEW OF THE AGGREGATE REMUNERATION FOR SUPERVISORY BOARD MEMBERS

All in all, the total remuneration of the members of the Supervisory Board since 2021 is as follows:

| | SUPERVISORY BOARD MEMBERS | | | | |
|--|---------------------------|------------|------------|------------|------------|
| | 2025 | 2024 | 2023 | 2022 | 2021 |
| Total remuneration granted by the Company | 877 | 902 | 866 | 758 | 695 |
| of which monthly remuneration | 680 | 690 | 639 | 598 | 510 |
| of which attendance fees | 196 | 212 | 227 | 160 | 185 |
| Remuneration granted by subsidiaries | 238 | 292 | 92 | 126 | 111 |

4. Other information and explanations

The annual change in the total remuneration of the Managing Board, the Company's business performance, and the remuneration of the Company's other employees on a full-time equivalent (FTE) basis is as follows:

In 2025, the VIG Insurance Group generated premiums totalling EUR 16.3 billion (2024: EUR 15.2 billion). The Group profit before taxes for 2025 was EUR 1.16 billion (2024: EUR 881.8 million).

Further details on financial performance can be found in Section 1.

The total remuneration of the Managing Board amounted to tEUR 8,552 in 2025, compared to tEUR 7,377 in 2024.

The average total remuneration of the Managing Board in 2025 was tEUR 1,222 (2024: tEUR 1,165).

The average remuneration for the Company's other employees on a full-time equivalent basis was tEUR 99 in 2025 (2024: tEUR 96).

The trend since 2021 is as follows:

| | 2025 | 2024 | 2023 | 2022 | 2021 |
|--|-----------------|---------------|---------------|---------------|---------------|
| Profit before tax | 1 161 Mio. Euro | 882 Mio. Euro | 773 Mio. Euro | 562 Mio. Euro | 511 Mio. Euro |
| Overall gross remuneration of the Managing Board in tEUR | 8 567 | 7 377 | 8 086 | 8 224 | 8 570 |
| Average gross remuneration of the Managing Board in tEUR | 1 224 | 1 165 | 1 155 | 1 028 | 1 071 |
| Average gross remuneration of the Company's employees in tEUR | 99 | 96 | 95 | 86 | 82 |

Reporting was carried out in accordance with IFRS 4 up to the 2022 financial year and in accordance with IFRS 17/9 beginning with the 2023 financial year.

The ratio of fixed to variable income for VIG Holding employees relative to the Managing Board in 2025 was 1:10.1. This calculation was based on the average remuneration of the holding company's employees on a full-time equivalent basis compared to the average remuneration of the Managing Board (excluding special payments and bonuses). When special remuneration, bonuses, and the company's non-performance-based ancillary benefits are included, the ratio for 2025 is 1:12.4.

On 24 May 2024, the 33rd Annual General Meeting of Vienna Insurance Group AG Wiener Versicherung Gruppe adopted the remuneration policy for members of the Managing Board and Supervisory Board; there were no deviations from the remuneration policy in the 2025 reporting year.

The remuneration report for the 2024 financial year was submitted for a vote at the 34th Annual General Meeting of Vienna Insurance Group AG Wiener Versicherung Gruppe on 23 May 2025, and was approved by 89.69%. The remuneration report for the 2025 financial year was prepared in the same manner as the previous year, with additions to the annual report also being reflected in the remuneration report.