

EXECUTIVE SUMMARY

REMUNERATION POLICY OF THE SUPERVISORY BOARD OF ADDIKO BANK AG

Pursuant to Section 98a in conjunction with Section 78a Austrian Stock Corporation Act (“AktG”), the Remuneration Policy for the Supervisory Board of Addiko Bank AG lays down the principles of the remuneration of the Supervisory Board members of Addiko Bank AG (“Company”) as elected by the Annual General Meeting (“AGM”). These provisions are applicable only for Supervisory Board Members of Addiko Bank AG. The latest version was approved by the Supervisory Board on 5 March 2025. The provisions stipulated in the Remuneration Policy for the Supervisory Board shall promote the business strategy and long-term development of the Company and provide a framework for remuneration of the Supervisory Board Members of Addiko Bank AG.

For reasons of clarity and transparency, this Executive Summary includes an overview of the fixed remuneration of the Supervisory Board. This fixed remuneration structure was approved by the AGM on 6 April 2021 and has not changed since then, except for spelling corrections aimed at improving readability.

Figure 1 - Fixed remuneration by role in the Supervisory Board in 2024 (EUR gross)

Supervisory Board role	Annual amount
Chair	115,000
Deputy Chair	95,000
Member	75,000

Figure 2 - Fixed remuneration by role in a Committee of the Supervisory Board in 2024 (EUR gross)

Role in a Committee of the Supervisory Board (per Committee)	Amount
Chair	20,000 per Committee
Deputy Chair	10,000 per Committee
Working Group for participating in meetings of the respective Supervisory Board working group as convened by the chair of the Supervisory Board	1,000 per Participation