

# Remuneration Report

## 1 Introduction

### Content and basis of the Remuneration Report

This remuneration report explains the authority and definition of the remuneration of the members of the Board of Directors and the Group Executive Board, as well as Autoneum's remuneration system and how it was applied in the reporting period. Disclosures are made in accordance with the applicable provisions of Swiss law, the Directive on Information relating to Corporate Governance of the SIX Swiss Exchange and the Swiss Code of Best Practice for Corporate Governance from *economiesuisse*. The remuneration tables listed under items 4 and 5 have been audited by the statutory auditors. In addition, this remuneration report will be submitted to the shareholders at the Annual General Meeting on April 28, 2026 for a consultative vote so that they can express their opinion on the remuneration policy and remuneration system.

### Rules on Remuneration in the Articles of Association

The Articles of Association of Autoneum Holding Ltd contain provisions on the remuneration principles applicable to the members of the Board of Directors and the Group Executive Board:

- Resolutions and powers of the Annual General Meeting (§12/13);
- Approval of the remuneration of the members of the Board of Directors and the Group Executive Board, as well as an additional amount for payments to new members of the Group Executive Board appointed by the Board of Directors after the approval of the remuneration (§14);
- Contracts of office and employment of the members of the Board of Directors and the Group Executive Board (§19);
- Number of permissible mandates (§20);
- Election and duties of the Compensation Committee (§23);
- Principles applicable to the fixed and variable performance-related remuneration and to the allocation of shares to the members of the Board of Directors and the Group Executive Board (§24);
- Loans, credit facilities and retirement benefits for members of the Group Executive Board (§25).

The full text of the Articles of Association is available online at <https://www.autoneum.com/investor-relations/corporate-governance/#articles-of-association>. The maximum aggregate total compensation of the members of the Board of Directors and the Group Executive Board as proposed by the Board of Directors is submitted to the shareholders for approval at the Annual General Meeting each year separately and prospectively for the coming financial year (§14 of the Articles of Association).

## 2 Authority and definition process

The basic features of the remuneration policy, the remuneration system and the share-based payment plans are elaborated by the Compensation Committee, reviewed annually and approved by the Board of Directors. No third-party consultants have been engaged for the elaboration of the salary policy or the compensation programs.

The Board of Directors fixes annually the remuneration of the members of the Board of Directors and the Group Executive Board, approves the fixed portion of the remuneration and defines the targets, parameters and other details for the executive bonus and the long-term incentive plans, based on the suggestions of the Compensation Committee and within the limits approved by the shareholders. The members of the Board of Directors, whose remuneration is decided on, also participate in the meeting. The amount of remuneration for the members of the Board of Directors and the Group Executive Board is determined at the discretion of the Board of Directors. In doing so, the Board of Directors takes into consideration function and responsibility, in the case of the Group Executive Board also experience, and incorporates information which is publicly available or known from their own experience.

## 3 Remuneration System

### Remuneration of the Board of Directors

The members of the Board of Directors receive a fixed annual remuneration for their entire board activities as well as an annual lump sum payment for representation expenses. They receive no variable remuneration. The members of the Board of Directors may opt to obtain all or part of their remuneration in cash or in Autoneum shares. The cash component is paid out in December of the related financial year. The shares are allocated in the respective financial year and blocked for three years. The share price applicable for the conversion of the remuneration into shares is based on the average closing price of the ten trading days following the dividend payment or the Annual General Meeting, if no dividend is paid, discounted to reflect the three-year blocking period.

### Remuneration of the Group Executive Board

The remuneration structure for the Group's Executive Board consists of several components and, within a market-based remuneration framework, takes into account the individual performance and the Group's performance in the financial year as well as the creation of long-term, sustainable added value. The remuneration of the Group Executive Board consists of a basic salary (fixed remuneration), a variable, performance-related bonus according to the Executive Bonus Plan and the participation in the Long-term Incentive Plan (LTI).

For 2025, the Executive Bonus Plan as well as the Long-term Incentive Plan have been modified for the Group Executive Board. Both incentive plans now allow for an overachievement of the targets which is capped at 125% of target achievement. The Executive Bonus Plan no longer includes shares.

The Long-term Incentive Plan (LTI) has been strategically enhanced to include a forward-looking performance metric: the development of Earnings Per Share (EPS), measured yearly over a three-year period and tied to a defined growth rate. This evolution reflects the Board of Directors' strong conviction that the updated LTI Plan coherently strengthens the alignment between shareholder interests and Autoneum's long-term success.

By focusing on EPS growth, the plan reinforces long-term performance, accountability, and value creation ensuring that leadership decisions are consistently guided by what matters most to our investors and the future of the business.

In conjunction with the revised Executive Bonus Plan and the updated LTI, Autoneum has introduced clawback and malus provisions. These mechanisms empower Autoneum to cancel, reduce, or reclaim compensation in cases of misconduct, material errors, or other defined circumstances. This reinforces Autoneum's commitment to integrity, transparency, and responsible leadership – ensuring that rewards are earned through sustainable and ethical performance.

## Basic salary

The basic salary of the members of the Group Executive Board consists of a fixed annual remuneration. The Board of Directors may define a portion of the basic salary to be paid in Autoneum shares. The number of shares is calculated based on the average closing price during the first ten trading days of the respective year. The shares are allocated in December of the respective year and are blocked for three years. Due to the change in the incentive plans, the Board of Directors decided to apply no increase on the fixed annual remuneration of the Group Executive Board for 2025.

## Bonus

Under the revised Executive Bonus Plan, the members of the Group Executive Board may reach a variable, performance-related short-term incentive. The base value of the short-term incentive is an individual percentage of the annual gross base salary defined by the Board of Directors. The revised Executive Bonus Plan is subject to the achievement or exceeding of defined minimum profitability and liquidity targets of the Group or of the Business Groups, as well as to the achievement of annually agreed individual targets. Additionally, for sustainability as well as for social and environmental matters, the following ESG target criteria are applied:

- Scope-1<sup>1</sup> emissions (direct greenhouse gas emissions from consumption of fossil fuels);
- Scope-2<sup>1</sup> emissions (indirect greenhouse gas emissions from purchased electricity, excluding renewable electricity);
- Non-hazardous waste (reduce non-hazardous waste);
- Accident Frequency Rate (AFR) (reduce accidents).

<sup>1</sup> According to the Greenhouse Gas Protocol.

For 2026, Autoneum plans to combine the targets of absolute reduction of Scope 1+2 emissions (including renewable energy) and to add Scope 3 emissions (emissions from direct purchased materials) to apply a more advanced and comprehensive set of ESG targets.

The current target matrix remains unchanged, and the targets set for the CEO and CFO are composed of the Group net result margin (weighting 52.5%), Group RONA (22.5%), individual targets (15%) and ESG targets at Group level (10%). For the Heads of the Business Groups, the targets are composed of the Group net result margin (17.5%), Group RONA (7.5%), EBIT margin of the Business Group (35%), free cash flow of the Business Group (15%), individual targets (15%) and ESG targets at Business Group level (10%).

Minimum and maximum limits are defined for the weighted targets. In general, the achievement of the minimum limit is a condition for the performance-related bonus, while the maximum bonus is achieved at the maximum limit of 125% target achievement. However, for ESG criteria the principle of “the lower, the better” applies. For all targets, the performance-related bonus increases linearly between the two defined targets, with the exception of the Accident Frequency Rate (AFR), where 125% is achieved if the result is at least by 5% lower (better) than the defined lower limit, 100% is achieved if the result is between the lower limit and up to 5% lower, 50% is achieved if the result is between the lower and/or equal to the higher limit, and 0% is reached, if the result exceeds the higher limit.

Irrespective of the other targets, a bonus is only paid if the Group net result is positive.

### **Long-term incentive plan (LTI)**

Under the revised LTI, the members of the Group Executive Board can earn rights for shares, which are vested into Autoneum shares after the completion of the LTI period. The duration of the LTI is always three years. Every year, a new three-year plan is launched and the targets for the respective period are defined by the Board of Directors. The criteria to measure the success of the LTI is “earnings per share” (EPS) for every year of the plan, including a growth rate reflecting the expected long-term development. The EPS targets are set by the Board of Directors, taking the achieved earnings per share of the preceding year and multiplying it with a growth rate for the next three years. Furthermore, the Board of Directors defines the respective target range for each year, determined by a threshold (minimum) and the target value (100% achievement). Overachievement is capped at 125%.

Target achievement is calculated for each year, and the overall target achievement of the long-term incentive plan is the sum of the weighted yearly achievements. After completion of the LTI period, the finally earned rights for shares remain blocked until all data and criteria are approved by the Board of Directors.

The base value of the LTI for the beneficiaries is defined as a percentage of the annual gross base salary. The Board of Directors, based on a proposal of the Compensation Committee, fixes the individual incentive percentage for the members of the Group Executive Board.

The Board of Directors has also established principles in case participants leave Autoneum. In the event of termination of employment, all previously earned rights for shares expire without compensation. In cases of early retirement, retirement, permanent disability, or death, rights for shares may vest on a pro-rata basis, considering only full calendar years and based on performance results achieved up to that point. Any legal successor assumes responsibility for all tax-related consequences. The Board of Directors retains full discretion to apply alternative arrangements in individual cases.

### **Share options and share purchase plans**

There are no share options or share purchase plans.

### **Permissible activities outside the Autoneum Group**

The Board of Directors decides on mandates of members of the Group Executive Board or the Group’s senior management at other companies. If the mandates are exercised outside the contractual working time, the remunerations received must not be surrendered to Autoneum.

## **4 Information Regarding Members of the Board of Directors**

### **External mandates of the members of the Board of Directors (in accordance with art. 734e CO)**

The following table lists all external mandates numerically that the members of the Board of Directors hold in comparable functions at other companies with an economic purpose (including companies belonging to the same group). Mandates without an economic purpose are shown separately at the end.

<b>Board of Directors</b>	<b>Company name</b>	<b>Function</b>
Hans-Peter Schwald Chairman	1. Dagda Consulting AG	Chairman of the Board of Directors
	2. Rehaklinik Tschugg	
	– Retsch Holding AG	Member of the Board of Directors
	– Rehaklinik Tschugg AG	Chairman of the Board of Directors
	3. Stadler Rail	
	– Stadler Rail AG <sup>1</sup>	Vice Chairman of the Board of Directors Member of the Nomination and Compensation Committees Member of the Audit Committee
	– Stadler Rail Schweiz AG	Chairman of the Board of Directors
	– Stadler Rail Management AG	Chairman of the Board of Directors
	– Stadler Stahlguss AG	Vice Chairman of the Board of Directors
	– Stadler Rail Valencia S.A.U.	Member of the Board of Directors
	– Stadler Winterthur AG	Member of the Board of Directors
	4. VITREA Schweiz	
	– Rehaklinik Dussnang AG	Member of the Board of Directors
	– Rehaklinik Seewis AG	Member of the Board of Directors
	– Rehaklinik Zihlschlacht AG	Member of the Board of Directors
	– VITREA Schweiz AG	Member of the Board of Directors
	5. VAMED Health Project Schweiz AG	Chairman of the Board of Directors
6. Valfor Attorneys-at-Law Association	Chairperson of the Board	
7. ZSC Lions Arena Immobilien AG	Chairman of the Board of Directors	
Norbert Indlekofer Vice Chairman	1. ATESTEO GmbH & Co. KG, Deutschland	Member of the Advisory Board
	2. Feintool International Holding AG <sup>1</sup>	Chairman of the Board of Directors Member of the Remuneration Committee Member of the Audit Committee
Liane Hirner	1. Vienna Insurance Group	
	– Vienna Insurance Group AG <sup>1</sup>	CFRO
	– Compania de Asigurari "DONARIS VIENNA INSURANCE GROUP" Societate pe Actiuni	Vice Chairwoman of the Supervisory Board
	– Donau Versicherung AG Vienna Insurance Group	1st Vice Chairwoman of the Supervisory Board Chairwoman of the Audit Committee Member of the AR Human Resources Committee Member of the AR Committee for urgent matters
	– Vienna-Life Lebensversicherung AG Vienna Insurance Group	Vice Chairwoman of the Supervisory Board Chairwoman of the Audit Committee Member of the AR Human Resources Committee

Board of Directors	Company name	Function
	– InterRisk Versicherungs-AG Vienna Insurance Group	Chairwoman of the Supervisory Board Chairwoman of the Audit Committee Chairwoman of the AR Human Resources Committee
	– InterRisk Lebensversicherungs-AG Vienna Insurance Group	Chairwoman of the Supervisory Board Chairwoman of the Audit Committee Chairwoman of the AR Human Resources Committee
	– Private Joint Stock Company Insurance Company “USG”	Vice Chairwoman of the Supervisory Board Member of the Audit Committee Chairwoman of the Risk Committee Member of the Remuneration Committee
	– Private Joint-Stock Company Insurance Company “Kniazha Life Vienna Insurance Group”	Vice Chairwoman of the Supervisory Board Member of the Audit Committee Chairwoman of the Risk Committee Member of the Remuneration Committee
	– Private Joint-Stock Company Ukrainian Insurance Company «Kniazha Vienna Insurance Group»	Vice Chairwoman of the Supervisory Board Member of the Audit Committee Chairwoman of the Risk Committee Member of the Remuneration Committee
	– Intersig Vienna Insurance Group Sh.A.	Member of the Supervisory Board
	– Sigma Vienna Insurance Group Sh.A.	Member of the Supervisory Board
	– Asigurarea Romaneasca - Asirom Vienna Insurance Group S.A.	Vice Chairwoman of the Supervisory Board Chairwoman of the Audit Committee Chairwoman of the AR Working Committee for urgent matters Chairwoman of the AR Working Committee for Board matters
	– BCR Asigurari de Viata Vienna Insurance Group S.A.	Vice Chairwoman of the Supervisory Board Chairwoman of the Audit Committee Chairwoman of the AR Committee for urgent matters Chairwoman of the AR Working Committee for Board matters
	– Omnisig Vienna Insurance Group S.A.	Vice Chairwoman of the Supervisory Board Chairwoman of the Audit Committee Chairwoman of the AR Committee for urgent matters Chairwoman of the AR Working Committee for Board matters

Board of Directors	Company name	Function
	<b>Mandates without economic purpose:</b>	
	– EIOPA Insurance and Reinsurance Stakeholder Group (IRSG)	Member of the Advisory Board
	– Kammer der Steuerberater und Wirtschaftsprüfer (KSW)	Member
	– Institut österreichischer Wirtschaftsprüfer (IWP)	Member of the association
	– Versicherungsverband Österreich (VVO)	Member
	– Sigmund Freud Privatuniversität	Member of the university council
	– CFO Club	Member of the Board
Martin Klöti	1. Artemis Group	
	– Artemis Holding AG	Member of the Group Executive Board
	– Artemis Beteiligungen I AG	Member of the Board of Directors
	– Artemis Beteiligungen III AG	Member of the Board of Directors
	– Artemis Beteiligungen V AG	Member of the Board of Directors
	– Artemis Deutschland Holding GmbH	General Manager
	– Artemis Immobilien AG	Member of the Board of Directors
	– Artemis Immobilien Deutschland GmbH	General Manager
	– Artemis Real Estate Holding AG	Member of the Management
	– Artemis Real Estate International AG	Member of the Board of Directors
	– Feintool International Holding AG <sup>1</sup>	Vice Chairman of the Board of Directors Chairman of the Audit Committee Member of the Remuneration Committee
	– Franke Holding AG	Member of the Board of Directors Chairman of the Audit Committee
	2. Centinox	
	– Centinox Asset Management AG	Member of the Board of Directors
	– Società Agricola Sant' Isidoro Srl	Member of the Board of Directors
	3. Ciron SA	Member of the Board of Directors
	4. KRAFTWERK Group AG	Member of the Board of Directors
	<b>Mandates without economic purpose:</b>	
	– Franke Stiftung	Member of the Foundation Board
	– Pensionskasse Franke	Member of the Foundation Board
Michael Pieper	1. Arbonia AG <sup>1</sup>	Member of the Board of Directors
	2. Artemis Group	
	– Artemis Holding AG	CEO
	– Artemis Beteiligungen I AG	Member of the Board of Directors
	– Artemis Beteiligungen III AG	Member of the Board of Directors
	– Artemis Beteiligungen V AG	Member of the Board of Directors
	– Artemis Real Estate Holding AG	Member of the Board of Directors
	– Franke Holding AG	Member of the Board of Directors Member of the Audit Committee

Board of Directors	Company name	Function
		Member of the HR Committee
	– Franke Technology and Trademark Ltd.	Member of the Board of Directors
	3. Bergos AG	Member of the Board of Directors
	4. Centinox	
	– Centinox Holding AG	Chairman of the Board of Directors
	– Centinox B AG	Chairman of the Board of Directors
	5. Deutsche Bank, Beirat Süd	Member of the Advisory Board
	6. Duravit AG	Member of the Supervisory Board
	7. Ettlín Aktiengesellschaft	Vice Chairman of the Supervisory Board
	8. Forbo Holding AG <sup>1</sup>	Vice Chairman of the Board of Directors Member of the HRN&R Committee
	9. Reppisch Werke AG	Member of the Board of Directors
	<b>Mandates without economic purpose:</b>	
	– Franke Stiftung	Member of the Foundation Board
	– Stiftung für das Luzerner Sinfonieorchester	Member of the Foundation Board
	– Stiftung Schweizer Wirtschaftspolitik	Member of the Foundation Board
Oliver Streuli	1. Rieter Group	
	– Rieter Holding AG <sup>1</sup>	CFO
	– Rieter AG	Member of the Board of Directors
	– Tefina Holding-Gesellschaft AG	Chairman of the Board of Directors
	– Unikeller Sona AG	Member of the Board of Directors
Yanni von Roy-Jiang <sup>2</sup>	–	

<sup>1</sup> Listed company.

<sup>2</sup> Member of the Board of Directors since April 2, 2025.

## Shares held by the members of the Board of Directors including related parties (in accordance with art. 734d CO)

The following table provides information on the registered Autoneum shares held by the members of the Board of Directors as of December 31, 2025 (compared to December 31, 2024):

Board of Directors	31.12.2025	31.12.2024
	Number of shares	Number of shares
Hans-Peter Schwald, Chairman	72'738	69'246
Norbert Indlekofer, Vice Chairman	4'407	3'742
Liane Hirner	5'520	4'185
Martin Klöti, Board member from April 9, 2024	-	-
Michael Pieper	1'324'326	1'323'195
Oliver Streuli	3'183	2'413
Ferdinand Stutz, Board member until April 2, 2025	n/a	6'722
Yanni von Roy-Jiang, Board member from April 2, 2025	-	n/a
<b>Total</b>	<b>1'410'174</b>	<b>1'409'503</b>

## Remuneration of the members of the Board of Directors

The total remuneration paid to the current members of the Board of Directors in the 2025 financial year amounts to CHF 1'542'614. There has been no remuneration to former members of the Board of Directors. At the 2024 Annual General Meeting a maximum total remuneration to the Board of Directors of CHF 2.0 million was awarded for the 2025 financial year, thus the remuneration for 2025 is within the approved limit. No loans, credit facilities, additional fees, or remuneration not in line with the market have been paid to current and former members of the Board of Directors or parties related to them. In the 2025 financial year, fees in the amount of CHF 49'061.42 (2024: CHF 48'579.10) were paid for legal and administrative services to firms for which the Chairman of the Board of Directors acts.

The total of all remuneration paid to the members of the Board of Directors is composed as follows:

Board of Directors					2025
CHF	Function (including Committees) on 31.12.2025	Fixed remuneration		Other <sup>1</sup>	Total
		in cash	in shares <sup>2</sup>		
Hans-Peter Schwald	Chairman of the Board of Directors, member of the Compensation Committee, member of the Nomination Committee, member of the Audit Committee, Chairman of the Strategy & Sustainability Committee	-	406'088	22'615	428'703
Norbert Indlekofer	Vice Chairman of the Board of Directors, Chairman of the Compensation Committee, Chairman of the Nomination Committee, member of the Strategy & Sustainability Committee	131'954	104'861	13'676	250'491
Liane Hirner	Board member, Chairwoman of the Audit Committee	-	196'476	-	196'476
Martin Klöti	Board member, member of the Audit Committee	163'000	-	-	163'000
Michael Pieper	Board member	-	130'911	6'568	137'479
Oliver Streuli	Board member, member of the Compensation Committee, member of the Nomination Committee, member of the Strategy & Sustainability Committee	100'000	90'512	13'472	203'984
Ferdinand Stutz <sup>3</sup>	n/a	-	52'320	2'911	55'231
Yanni von Roy-Jiang <sup>4</sup>	Board member, member of the Strategy & Sustainability Committee	107'250	-	-	107'250
<b>Total</b>		<b>502'204</b>	<b>981'168</b>	<b>59'242</b>	<b>1'542'614</b>

CHF	Function (including Committees) on 31.12.2024	Fixed remuneration		Other <sup>1</sup>	Total
		in cash	in shares <sup>5</sup>		
	Chairman of the Board of Directors, member of the Compensation Committee, member of the Nomination Committee, member of the Audit Committee, Chairman of the Strategy & Sustainability Committee	170'758	202'943	21'777	395'478
	Vice Chairman of the Board of Directors, Chairman of the Compensation Committee, Chairman of the Nomination Committee, member of the Strategy & Sustainability Committee	129'889	107'296	12'909	250'094
	Board member, Chairwoman of the Audit Committee	1'476	196'505	-	197'981
	Board member, member of the Audit Committee	107'250	-	5'354	112'604
	Board member	168	130'901	5'729	136'798
	Board member, member of the Compensation Committee, member of the Nomination Committee, member of the Strategy & Sustainability Committee	100'016	90'435	12'790	203'241
	Board member, member of the Compensation Committee, member of the Nomination Committee, member of the Strategy & Sustainability Committee	140'073	42'765	10'028	192'866
<b>Total</b>		<b>649'630</b>	<b>770'845</b>	<b>68'587</b>	<b>1'489'062</b>

<sup>1</sup> Other remuneration includes the employer's portion of social insurance contributions.

<sup>2</sup> The fixed remuneration in shares is calculated by the number of shares granted multiplied by the average closing price for the ten days following the 2025 dividend payment (CHF 110.38). The transfer took place after deduction of social security contributions and withholding taxes.

<sup>3</sup> Member of the Board of Directors until April 2, 2025.

<sup>4</sup> Member of the Board of Directors from April 2, 2025.

<sup>5</sup> The fixed remuneration in shares is calculated by the number of shares granted multiplied by the average closing price for the ten days following the 2024 dividend payment (CHF 153.28). The transfer took place after deduction of social security contributions and withholding taxes.

<sup>6</sup> Member of the Board of Directors from April 9, 2024.

The change in the Board of Directors' remuneration compared to the previous year is mainly due to the higher share-based portion of the board compensation in 2025 compared to 2024.

## 5 Information Regarding Members of the Group Executive Board

### External mandates of the members of the Group Executive Board (in accordance with art. 734e CO)

The following table lists all external mandates that the members of the Group Executive Board hold in comparable functions at other companies with an economic purpose (including companies belonging to the same group):

Group Executive Board	Company name	Function
Eelco Spoelder	-	-
Denis Albert <sup>1</sup>	-	-
Daniel Bentele	-	-
Fausto Bigi	Mandates without economic purpose: - Sindipeças (Autoparts Manufacturers Association)	Member
Andreas Kolf	-	-
Bernhard Wiehl	-	-

<sup>1</sup> Member of the Group Executive Board from January 1, 2025.

## Shares and rights to shares held by the members of the Group Executive Board including related parties (in accordance with art. 734d CO)

The following table provides information on the registered Autoneum shares and rights to shares held by the members of the Group Executive Board as of December 31, 2025 (compared to December 31, 2024):

Group Executive Board	31.12.2025	31.12.2025	31.12.2024	31.12.2024
	Number of shares	Number of rights <sup>1</sup>	Number of shares	Number of rights <sup>1</sup>
Eelco Spoelder	10'799	3'528	4'977	8'122
Denis Albert, Member of the Group Executive Board from January 1, 2025	-	-	n/a	n/a
Daniel Bentele	2'882	635	743	2'774
Fausto Bigi	2'383	5'125	1'742	5'766
Andreas Kolf	2'947	797	2'784	1'812
Greg Sibley, Member of the Group Executive Board until December 31, 2024	n/a	n/a	2'601	1'936
Bernhard Wiehl	9'297	797	6'874	2'810
<b>Total</b>	<b>28'308</b>	<b>10'882</b>	<b>19'721</b>	<b>23'220</b>

<sup>1</sup> For the disclosure of rights, the allocation year is used.

### Remuneration of the members of the Group Executive Board

In the 2025 financial year, the total remuneration paid to the members of the Group Executive Board amounts to CHF 7'158'284, thereof CHF 2'223'761 to the CEO, who receives a part of his basic salary in shares. The total remuneration to the Group Executive Board for the financial year 2025 also includes remuneration to Greg Sibley, who resigned from the Group Executive Board by December 31, 2024. At the 2024 Annual General Meeting a maximum total remuneration to the Group Executive Board of CHF 10.0 million was awarded for the 2025 financial year, thus the remuneration for 2025 is within the approved limit. No loans, credit facilities, additional fees or remuneration not in line with the market have been paid to current and former members of the Group Executive Board or parties related to them.

The total remuneration paid to the members of the Group Executive Board is composed as follows:

Group Executive Board	Fixed remuneration		Variable remuneration		LTI <sup>1</sup>	Other <sup>2</sup>	Total
<b>2025</b>							
CHF	in cash	in shares <sup>3</sup>	in cash	in shares <sup>4</sup>			
All members	2'812'527	200'131	2'350'316	n/a	780'902	1'014'408	7'158'284
Thereof Eelco Spoelder, CEO	719'963	150'037	781'946	n/a	387'780	184'036	2'223'761
<b>2024</b>							
CHF	in cash	in shares <sup>5</sup>	in cash	in shares <sup>6</sup>			
All members	2'768'784	200'183	927'597	1'503'058	461'718	1'149'079	7'010'419
Thereof Eelco Spoelder	720'000	150'106	267'264	561'295	173'984	170'507	2'043'156

<sup>1</sup> For the 2025 financial year, the revised LTI plan applies. The rights allocated under the LTI plan 2025 will vest beginning of March 2028. For the 2024 financial year, 2.5% of the Group net profit has been allocated.

<sup>2</sup> Other remuneration includes remuneration to replace entitlements forfeited from previous employer as a result of joining Autoneum, the employer's portion of social security contributions, the employer's portion of contributions to pension funds and other fringe benefits.

<sup>3</sup> The applicable share price during the defined period was CHF 122.18.

<sup>4</sup> The variable remuneration in shares is no longer applicable for the financial year 2025 because of the revised Executive Bonus Plan.

<sup>5</sup> The applicable share price during the defined period was CHF 124.88.

<sup>6</sup> The part of the bonus opted to be paid out in shares (at least 40%) for the 2024 financial year is multiplied by the factor 1.4 and then converted into shares using the average trading price for the first ten days in January 2025 (CHF 122.18).

The change in the remuneration of the members of the Group Executive Board compared to the previous year primarily reflects the implementation of the revised bonus and long-term incentive plans, supported by strong financial performance and high target achievement, which in some cases resulted in overachievement. Under the revised annual bonus framework, the former share component, including the multiplier of 1.4, has been discontinued. Furthermore, the long-term incentive amount disclosed for the reporting year relates solely to the first installment of the new three-year performance cycle.