



GROUP KEY FIGURES¹⁾

Unless otherwise stated, all values are in €m.

Earning Ratios	2021	2022	2023	2024	2025	Δ²⁾
Revenues	2,042	2,437	2,661	1,879	1,009	-46.3%
EBITDA ³⁾	332	381	324	-481	874	281.7%
EBITDA margin	16.3%	15.6%	12.2%	-25.6%	86.6%	+112.2 PP
EBIT	194	235	160	-1,184	748	163.2%
EBIT margin	9.5%	9.6%	6.0%	-63.0%	74.1%	+137.1 PP
Net result of the period	143	171	76	-1,080	590	154.6%
Earnings per share (EUR)	3.3	5.0	2.4	-29.3	17.6	160.1%

Balance Sheet Ratios	Dec 31,2021	Dec 31,2022	Dec 31,2023	Dec 31,2024	Dec 31,2025	Δ²⁾
Balance sheet total	2,034	2,551	2,953	2,396	1,586	-33.8%
Equity	766	914	909	-194	385	298.8%
Equity ratio	37.7%	35.8%	30.8%	-8.1%	24.3%	+32.4 PP
Working Capital Employed	161	187	531	525	343	-34.7%
Net debt	190	257	776	1,643	798	-51.4%
Gearing	24.8%	28.1%	85.4%	-847.9%	207.3%	124.4%

Cash flow, CapEx and R&D	2021	2022	2023	2024	2025	Δ²⁾
Cash flow from operating activities	367	280	-111	-436	-22	94.9%
Cash flow from investment activities	-195	-283	-302	-341	-12	96.5%
Free Cash flow	172	-3	-413	-777	-34	95.6%
Cash flow from financing activities	-28	-91	399	695	3	-99.6%
Capital expenditures (CAPEX; excl. additions of right-of-use assets)	178	268	284	233	73	-68.7%
R&D expenses to revenue	8.0%	8.7%	9.2%	13.1% ³⁾	14.0%	+0.9 PP

Selected Non-financial Performance Indicators	2021	2022	2023	2024	2025	Δ²⁾
Energy intensity / motorcycle produced (kWh / unit)	n/a	n/a	n/a	0.4	1.1	175.0%
Scope 1 & 2 GHG emissions / motorcycle (t CO ₂ e / unit)	n/a	n/a	n/a	0.1	0.2	100.0%
CO ₂ emissions / motorcycle during use ⁴⁾ (g CO ₂ / km)	79.6	79.6	80.1	96.1	103.5	7.7%
Workforce ⁵⁾ (headcount, per balance sheet date)	5,249	6,088	6,184	5,310	3,782	-28.8%
thereof women	24.2%	25.4%	25.8%	25.1%	26.3%	+1.2 PP
Rate of recordable work-related accidents ⁶⁾	8.5	10.8	11.3	3.9	7.3	87.2%

1) Explanations of the Alternative Performance Measures can be found in the glossary. *) Regarding EBITDA: Calculated as EBIT + depreciation, whereby the amount of depreciation and amortization has been adjusted by EUR 10.7 million for asset disposals impaired in the previous year.

2) Change 2025 to 2024 or 31 December 2025 to 31 December 2024; PP = percentage points.

3) Value adjusted: The calculation now refers only to gross expenditure on research and development in relation to sales.

4) Since the financial year 2024, both road-legal and non-road-legal vehicles have been included in the calculation, resulting in the increase in average consumption compared to previous years.

5) Employees & non-employee workers; as of December 31, 2025.

6) Data for the years 2021 to 2023 refer to employees in Austria excluding non-employee workers; in reportable accidents / 1 mio. working hours.

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The remuneration report provides an overview of the remuneration principles and programs of the Bajaj Mobility AG Group. The remuneration report also describes the procedure for determining remuneration and contains detailed information on the remuneration paid to the Executive Board and Supervisory Board in the 2025 financial year. The remuneration system of Bajaj Mobility AG complies with the recommendations of the Austrian Corporate Governance Code (OCGK) and the legal requirements of the Austrian Stock Corporation Act (§§ 78a ff in conjunction with 98a) and was created in accordance with EU Directive 2017/828.

1 INTRODUCTION

Bajaj Mobility AG (formerly PIERER Mobility AG) is the holding company of KTM AG, a leading European motorcycle manufacturer. Focusing on the premium segment, the company brings together brands such as KTM, Husqvarna, and GASGAS under one roof. The premium brand portfolio also includes high-performance components from the WP brand. The group is also active in the bicycle sector with the Husqvarna, GASGAS, and FELT brands. Due to its strategic withdrawal from the bicycle sector, the group is discontinuing its operational activities in this area, but will generate revenue from the sale of remaining inventory at least in the first quarter of 2026.

1.1 CORPORATE BODIES (DECEMBER 31, 2025)

Bajaj Mobility AG

Executive Board		from	appointed until
Gottfried Neumeister	CEO	Sep. 01, 2024	Dec. 31, 2028
Petra Preining	CFO	Sep. 16, 2025	Dec. 31, 2028
Verena Schneglberger-Grossmann	CLO	Jun. 01, 2025	Dec. 31, 2025

Supervisory Board		first appointment	appointed until¹⁾
Srinivasan Ravikumar	Chairperson	2022	2027
Dinesh Thapar	Vice Chairperson	2025	2030
Dr. Wulf Gordian Hauser LL.M.		2025	2030
Pradeep Shrivastava		2025	2030

1) Exactly: at the end of the annual general meeting in the year mentioned, which decides on the previous financial year.

KTM AG

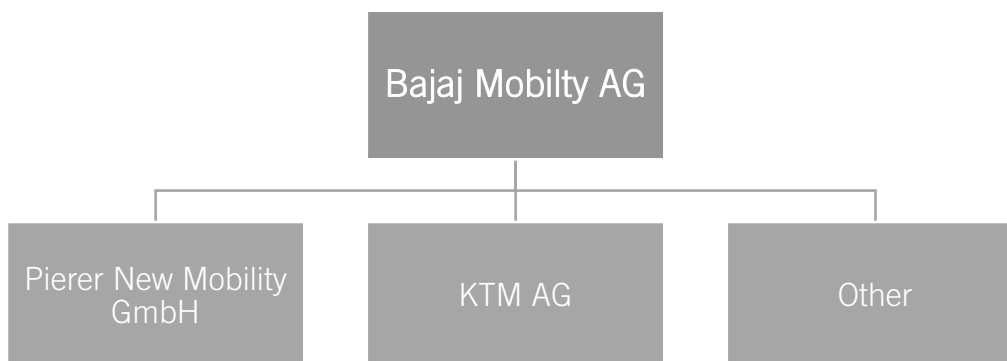
Executive Board		from	appointed until
Gottfried Neumeister	CEO	Sep. 01, 2024	Dec. 31, 2028
Petra Preining	CFO	Sep. 16, 2025	Dec. 31, 2028
Verena Schneglberger-Grossmann	CLO	Mar. 04, 2025	Dec. 31, 2025

Supervisory Board		first appointment	appointed until¹⁾
Pradeep Shrivastava	Chairperson	2025	2030
Srinivasan Ravikumar	Vice Chairperson	2022	2027
Dinesh Thapar		2025	2030
Dr. Ewald Oberhammer		2022	2027

1) Exactly: at the end of the annual general meeting in the year mentioned, which decides on the previous financial year.

1.2 GROUP STRUCTURE

The following chart shows the simplified group structure of the Bajaj Mobility Group by segment and associated core brands as of December 31, 2025. Further information can be found in Chapter III. "Segment Reporting" of the notes to the 2025 consolidated financial statements.



1.3 OVERVIEW OF THE 2025 FINANCIAL YEAR

Bajaj Mobility AG acts as the holding company of KTM AG and focuses its business activities consistently on the premium motorcycle segment. Activities in the bicycle sector are being phased out; remaining revenues from inventory sales will only be generated in the short term.

The 2025 financial year was marked by a challenging economic environment and extensive insolvency restructuring proceedings within the Group. With the court's confirmation of the restructuring plans, the proceedings were successfully concluded and led to a significant restructuring effect, which made a major contribution to the financial stabilization of the Group. At the same time, the restructuring measures already initiated were consistently continued. These included, in particular, the reduction of cost and complexity structures, a focus on the core business, and further staff reductions.

In operational terms, the year was marked by significantly reduced production and sales activities. The targeted reduction of inventory and dealer stocks, as well as temporary restrictions in the production and delivery process in the course of the restructuring process, led to a noticeable decline in global vehicle sales compared to the previous year's level.

As part of the financial restructuring, the Bajaj Group took full control of the former PIERER Mobility AG. The change in ownership structure was reflected in a name change to Bajaj Mobility AG and also marks the transition to a new strategic direction for the group.

As part of this realignment, significant portfolio and structural measures were also implemented in financial year 2025. These included the sale of the MV Agusta portfolio, the sale of the KTM X BOW business, and the extensive closure of the bicycle segment. In addition, other companies were liquidated or transferred to adjusted organizational structures in order to make the Group more efficient, focused, and financially robust in the long term.

The development of key consolidated figures can be found in the table on page 1.

1.4 CHANGES TO THE COMPANY'S GOVERNING BODIES IN FINANCIAL YEAR 2025**Bajaj Mobility AG****Executive Board**

Gottfried Neumeister	Co-CEO from September 1, 2024, to January 22, 2025; Chief executive officer from January 23, 2025
Petra Preining	Executive board member from September 16, 2025
Verena Schneglberger-Grossmann	Executive board member from June 01, 2025, until December 31, 2025
Stefan Pierer	Board mandate resigned as of June 30, 2025

Supervisory Board

Josef Blazicek	On the supervisory board until January 27, 2025
Rajiv Bajaj	On the supervisory board until June 23, 2025
Dr. Iris Filzwieser	On the supervisory board until November 19, 2025
Mag. Michaela Friepeß	On the supervisory board until November 19, 2025
Mag. Friedrich Roithner	On the supervisory board until June 23, 2025
Mag. Stephan Zöchling	On the supervisory board until June 23, 2025
Mag. Ewald Oberhammer	On the supervisory board until November 19, 2025
Dr. Ernst Chalupsky	On the supervisory board until November 19, 2025

KTM AG**Executive Board**

Gottfried Neumeister	Chief executive officer from January 23, 2025
Petra Preining	Executive board member from September 16, 2025
Verena Schneglberger-Grossmann	Executive board member from March 04, 2025, until December 31, 2025
Stefan Pierer	Board mandate resigned as of March 04, 2025
Florian Kecht	Recalled as of February 21, 2025
Rudolf Wiesbeck	Recalled as of February 21, 2025

Supervisory Board

Mag. Friedrich Roithner	On the supervisory board until June 23, 2025
Rajiv Bajaj	On the supervisory board until June 23, 2025
Dr. Ernst Chalupsky	On the supervisory board until November 19, 2025

2 BASIC PRINCIPLES OF THE REMUNERATION POLICY

The following principles for the remuneration of the members of the Executive Board and Supervisory Board of Bajaj Mobility AG (remuneration policy) were adopted by the Annual General Meeting on April 19, 2024.

2.1 BASIC PRINCIPLES OF THE REMUNERATION POLICY OF THE EXECUTIVE BOARD**Responsibility**

The determination and regular review of the system and structure of Executive Board compensation, as well as the determination of the individual compensation of Executive Board members, is a task of the Supervisory Board and, in particular, the Compensation Committee.

The Supervisory Board reviews the remuneration system annually to ensure its appropriateness. To verify that the remuneration is customary, the Supervisory Board conducts remuneration comparisons and compares the remuneration of the Executive Board with the remuneration of senior executives of the Bajaj Mobility Group and with the average remuneration of employees employed domestically by the Bajaj Mobility Group.

The Supervisory Board submits the remuneration policy to the Annual General Meeting for approval in the event of significant changes, but at least every four years. The currently valid remuneration policy was submitted to the Annual General Meeting in 2024 and approved by it.

Remuneration principles

When determining the total remuneration for the members of the Executive Board, the Supervisory Board must ensure that the remuneration is commensurate with the tasks and performance of the individual Executive Board member, the situation of the company, and the usual remuneration, and that long-term behavioral incentives for sustainable corporate development are taken into account.

The remuneration of the members of the Executive Board is generally based on private law agreements concluded between the member of the Executive Board and the company, which is represented by the Supervisory Board.

When establishing the remuneration policy, particular consideration was given to the size of the company and its subsidiaries, the internal organization, consistency with the strategy, and the interests and values of the company. Remuneration should reflect the scope and complexity of the business as well as the role and responsibilities of the members of the Executive Board and be competitive in the market. Criteria include function, assumption of management tasks, professional and personal qualifications, and relevant experience. There is no external benchmarking of remuneration and remuneration structure.

None of the members of the Executive Board of Bajaj Mobility AG received direct remuneration from the company in the 2025 financial year:

Stefan Pierer operated in 2025 on the basis of a transfer agreement between Pierer Konzerngesellschaft mbH and Bajaj Mobility AG. Gottfried Neumeister operated in 2025 on the basis of a transfer agreement between Pierer Industrie AG and KTM AG. Florian Kecht, Rudolf Wiesbeck, Petra Preining, and Verena Schneglberger-Grossmann received their remuneration from KTM AG. None of the existing contracts contain provisions regarding a company pension scheme. In addition, they are generally subject to the "new severance pay" system. The remuneration payable to the members of the company's Executive Board as described above consists of a fixed monthly base salary and variable components.

Remuneration policy, remuneration components

The remuneration of the Executive Board is based on a two-pillar model with non-performance-related remuneration (fixed remuneration) including fringe benefits and performance-related remuneration (variable remuneration). There are no stock option programs or similar share-based compensation systems. The remuneration components are explained in more detail below.

Fixed remuneration

Each member of the Executive Board receives a base salary. This consists of a fixed annual salary, which is paid in 14 equal installments. The base salary is a fixed monthly salary at a competitive level that incentivizes the members of the Executive Board to act in the best interests of the shareholders, employees, and the company. The remuneration covers all services performed beyond normal working hours on a flat-rate basis. The gross remuneration increases in line with the actual wage increase for the highest salary group in the framework collective agreement for industrial employees. No additional remuneration is granted for internal Group mandates and functions.

Fringe benefits

The following components are included in the fringe benefits:

- » Use of a company car in the BMW 5 Series, Audi A6, or similar category, which is also available for private use. The car is provided without mileage restrictions. The taxes attributable to the non-cash benefit value for private use are borne in full by the member of the Executive Board.
- » Accident insurance provides coverage in the event of death or disability, while private liability insurance covers the legal liability of board members resulting from personal injury, property damage, or financial loss to third parties.
- » Insurance coverage is provided for claims for damages due to financial losses incurred by third parties or the company as a result of breaches of duty as a member of the company's executive body. The costs of this insurance are borne by the company.

D&O insurance (directors and officers liability insurance) is in place for the members of the Executive Board. As the insurance premiums for accident insurance, private liability insurance, and D&O insurance are paid as part of a total premium for all insured persons in the Group, it is not possible to allocate them individually to individual members of the Executive Board. The insurance contract contains standard market terms and conditions; the premiums do not have to be paid by the members of the Executive Board and do not constitute a benefit in kind subject to income tax.

Variable remuneration

Variable remuneration for the 2025 calendar year has been suspended for the Executive Board and management due to the restructuring process and the associated economic conditions.

Variable remuneration will be reinstated for the 2026 financial year.

Note on the variable remuneration of Petra Preining

Ms. Preining was newly appointed to the Executive Board with effect from September 16, 2025. It was agreed to guarantee the pro rata variable salary component for the shortened financial year 2025.

Note on the variable remuneration of Gottfried Neumeister

Mr. Neumeister was newly appointed to the Executive Board with effect from September 1, 2024. It was agreed that he would receive exclusively fixed remuneration (in accordance with the remuneration policy).

Note on the variable remuneration of Verena Schneglberger-Grossmann

Due to the limited term of Verena Schneglberger-Grossmann's Executive board mandate, which runs only until the end of the 2025 financial year, an exclusively fixed remuneration was agreed.

Amount restriction

To ensure an appropriate relationship between the remuneration of the Executive Board and the remuneration and employment conditions of the company's employees, the monthly base salary of a member of the Executive Board shall not exceed 20 times the average monthly base salary of the Group's employees working in Austria, calculated on a full-time basis.

2.2 BASIC PRINCIPLES OF THE REMUNERATION POLICY OF THE SUPERVISORY BOARD

Responsibility

The Compensation Committee and Supervisory Board are responsible for preparing and regularly reviewing the compensation policy for Supervisory Board members. The entire Supervisory Board is responsible for establishing the compensation policy for the Supervisory Board. In accordance with Section 98 of the Stock Corporation Act (AktG), the Supervisory Board's compensation is determined annually by the Annual General Meeting. The total remuneration of the members of the Supervisory Board is determined by the Annual General Meeting for the respective past financial year. The proposal for a resolution and the resolution itself at the Annual General Meeting are generally subject to free discretion, although the responsibility and scope of activities as well as the economic situation of the company must be taken into account. If

Supervisory Board members are also shareholders of the company, they are not subject to any voting restrictions when voting on the remuneration of Supervisory Board members.

Remuneration principles

The Supervisory Board remuneration consists exclusively of attendance fees for Supervisory Board and committee meetings. To ensure that the Supervisory Board can monitor management impartially, Supervisory Board members are not granted any variable remuneration. Services outside the scope of Supervisory Board activities, i.e., consulting services provided by the respective Supervisory Board members, are remunerated at market conditions and are disclosed in the notes to the consolidated financial statements in Chapter X, "Explanatory notes on related parties and the executive bodies."

In addition to the annual expense allowance, the members of the Supervisory Board receive cash reimbursement for expenses actually incurred. Furthermore, the members of the Supervisory Board are protected up to a certain maximum amount by the company's manager liability insurance, which covers the personal liability of the members of the Supervisory Board in the event of a negligent breach of duty in the performance of their duties as a body of the company. Furthermore, there is D&O insurance (executive liability insurance) for the members of the Supervisory Board. There are no contractual relationships under labor law between Bajaj Mobility AG and the members of the Supervisory Board and therefore no pension provisions, notice periods, or conditions for termination and the payments to be made in such cases.

Remuneration policy, remuneration components

The remuneration of the members of the Supervisory Board is explained in more detail below.

Fixed remuneration

Each elected member receives an attendance fee for each Supervisory Board meeting attended, which shall not exceed the following amounts:

- » Chairman of the Supervisory Board: € 3,000.00
- » Member of the Supervisory Board: € 2,000.00
- » Member of the Audit Committee: € 2,000.00

Fringe benefits

In addition to their annual expense allowance, the members of the Supervisory Board receive cash reimbursement for expenses actually incurred. Furthermore, the members of the Supervisory Board are protected up to a certain maximum amount by a manager's liability insurance policy taken out by the company, which covers the personal liability of the members of the Supervisory Board in the event of a negligent breach of duty in the performance of their duties as a body of the company (D&O insurance, directors' and officers' liability insurance).

Amount restriction

In order to ensure an appropriate relationship between Supervisory Board remuneration and the remuneration and employment conditions of the company's employees, the annual remuneration of a Supervisory Board member should not exceed twice the average annual gross remuneration of the Group's employees working in Austria, calculated on a full-time basis.

3 PRESENTATION OF TOTAL REMUNERATION (INCLUDING THE PROPORTION OF VARIABLE REMUNERATION IN TOTAL REMUNERATION)

3.1 REMUNERATION OF THE MEMBERS OF THE EXECUTIVE BOARD

In financial year 2025, the members of the Executive Board received fixed remuneration (including fringe benefits) totaling €1.965.222,94. No loans, credits, or advances were granted to members of the Executive Board in financial year 2025. As of the balance sheet date of December 31, 2025, there were no loans, credits, or advances to current or former members of the Executive Board. No remuneration that was not in line with market conditions was paid to persons closely related to members of the Executive Board in financial year 2025, and no loans or credits were granted.

Explanatory notes on executive board compensation for 2025

The remuneration of the members of the Executive Board was determined in accordance with the applicable remuneration policy. The variable remuneration component provided for in the remuneration policy did not apply in financial year 2025, as described below.

Variable remuneration

Variable remuneration for the 2025 financial year was suspended for the Executive Board and management due to the restructuring process and the associated economic conditions.

Variable remuneration will be reinstated for the 2026 financial year.

Gottfried Neumeister and Verena Schneglberger-Grossmann received exclusively fixed remuneration, while Petra Preining was guaranteed the pro-rata variable salary component for the shortened financial year 2025.

No individual variable target agreements were therefore made for the 2025 financial year. The variable remuneration components defined in the remuneration policy (EBT bonus and free cash flow bonus) were not applied.

Overview of the remuneration of the entire Executive Board over the last five financial years

in €	2021	2022	2023	2024	2025
Annual fixed salary ¹⁾	1,346,261.66	1,401,221.73	3,158,540.98	2,514,932.31	1,840,271.44
Fringe benefits	81,400.00	81,400.00	130,528.00	92,348.86	27,884.83
Fixed remuneration	1,427,661.66	1,482,621.73	3,289,068.98	2,607,281.17	1,868,156.27
Variable remuneration	6,828,753.41	5,968,154.50	1,532,534.15	-	-
Prorated guaranteed variable remuneration	-	-	-	-	97,066.67
Total remuneration	8,256,415.07	7,450,776.23	4,821,603.13	2,607,281.17	1,965,222.94
Fixed portion	17.3%	19.9%	68.2%	100.0%	95.1%
Variable portion	82.7%	80.1%	31.8%	0.0%	4.9%

1) Exclusive employee pension fund

	2022	2023	2024	2025
Change in €	-805,638.84	-2,629,173.11	-2,214,321.96	-642,058.23
Change in %	-9.8%	-35.3%	-45.9%	-24.6%

Payment of variable remuneration for the previous financial year

in €	2021	2022	2023	2024	2025
Variable remuneration	3,129,233.35	6,924,820.00	6,993,314.33	1,776,079.43	-

Remuneration of the members of the Executive Board for the 2025 financial year

in €	Stefan Pierer¹⁾	Gottfried Neumeister²⁾	Petra Preining³⁾	Verena Schneglberger-Grossmann⁴⁾	Florian Kecht⁵⁾	Rudolf Wiesbeck⁶⁾	Total
Annual fixed salary	121,501.95	1,073,864.38	151,780.59	324,426.58	94,455.75	74,242.19	1,840,271.44
Fringe benefits	6,249.99	8,640.00	2,520.00	7,200.00	1,834.84	1,440.00	27,884.83
Fixed remuneration	127,751.94	1,082,504.38	154,300.59	331,626.58	96,290.59	75,682.19	1,868,156.27
Variable remuneration	-	-	97,066.67	-	-	-	97,066.67
Total remuneration	127,751.94	1,082,504.38	251,367.26	331,626.58	96,290.59	75,682.19	1,965,222.94
Fixed portion	100.0%	100.0%	61.4%	100.0%	100%	100%	95.1%
Variable portion	0.0%	0.0%	38.6%	0.0%	0%	0%	4.9%

1) Reimbursement from Pierer Konzerngesellschaft January 01, 2025 – March 04, 2025

2) Reimbursement from Pierer Industrie AG January 01, 2025 – December 31, 2025. Fixed remuneration only.

3) Appointed to the Executive Board on September 16, 2025, guaranteed pro rata variable salary component for the shortened financial year 2025.

4) Member of the executive board from March 04, 2025, to December 31, 2025

5) Removed from the executive board effective February 21, 2025

6) Removed from the executive board effective February 21, 2025

The following executive board remuneration was granted exclusively by KTM AG: Petra Preining, Verena Schneglberger-Grossmann, Florian Kecht and Rudolf Wiesbeck

3.2 REMUNERATION OF THE MEMBERS OF THE SUPERVISORY BOARD

The total remuneration granted to the members of the Supervisory Board amounted to €59,000 in the 2025 financial year, with only Iris Filzwieser, Ernst Chalupsky, Stephan Zöchling, Wulf Gordian Hauser, and Ewald Oberhammer receiving remuneration. There are no variable components in the Supervisory Board remuneration. The fixed remuneration is granted by Bajaj Mobility AG; no remuneration is paid by affiliated companies.

No loans, credits, or advances were granted to members of the Supervisory Board in financial year 2025. As of the balance sheet date, there were no loans, credits, or advances to current or former members of the Supervisory Board. No remuneration that was not customary in the market was paid to persons closely related with members of the Supervisory Board in financial year 2025, and no loans or credits were granted.

The remuneration of the members of the Supervisory Board in 2025 was also in line with the remuneration policy.

The fringe benefits granted to Supervisory Board members (insurance premiums for D&O insurance) are in line with market conditions and are also necessary and appropriate in view of the important role performed by Supervisory Board members. The costs of the insurance associated with the role to cover risks are borne by the company, which also helps to attract the most qualified individuals for the Supervisory Board functions. As the insurance premiums for D&O insurance are paid as part of a total premium for all insured persons in the Group, it is not possible to allocate them individually to individual members of the Supervisory Board.

in €	2021	2022	2023	2024	2025
Josef Blazicek	25,000	14,000	12,000	12,000	
Change from the previous year		-11,000	-2,000	-	
Change in %		-44.0%	-14.3%	-	
Iris Filzwieser		6,000	6,000	8,000	14,000
Change from the previous year				2,000	6,000
Change in %				33.3%	75.0%
Klaus Rinnerberger	18,000	14,000	4,000		
Change from the previous year		-4,000	-10,000		
Change in %		-22.2%	-71.4%		
Ernst Chalupsky	16,000	4,000			10,000
Change from the previous year		-12,000			*)
Change in %		-75%			
Alfred Hörtenhuber	14,000	2,000			
Change from the previous year		-12,000			
Change in %		-85.70%			
Stephan Zöchling					20,000
Change from the previous year					*)
Change in %					
Ewald Oberhammer					11,000
Change from the previous year					*)
Change in %					
Wulf Gordian Hauser					4,000
Change from the previous year					*)
Change in %					
Total	73,000	40,000	22,000	20,000	59,000
Change from the previous year		-33,000	-18,000	-2,000	39,000
Change in %		-45.20%	-45.00%	-9.10%	295%

*) No comparison with the previous year, as no corresponding payment was made in the previous financial year.

4 COMPENSATION AND COMPANY PERFORMANCE DEVELOPMENT

4.1 DEVELOPMENT OF REMUNERATION FOR MEMBERS OF THE EXECUTIVE BOARD

in €	2021	2022	2023	2024	2025
Stefan Pierer	2,746,289.49	2,373,757.51	940,761.45	366,561.00	127,751.94
Change from the previous year		-372,531.98	-1,432,996.06	-574,200.45	-238,809.06
Change in %		-13.60%	-60.40%	-61.00%	-65.10%
Gottfried Neumeister				266,666.64	1,082,504.38
Change from the previous year					815,837.74
Change in %					405.94 % ¹⁾
Petra Preining					251,367.26
Change from the previous year					²⁾
Change in %					
Verena Schneglberger-Grossmann					331,626.58
Change from the previous year					²⁾
Change in %					
Florian Kecht			595,275.25	437,644.80	96,290.59
Change from the previous year				-157,630.45	-341,354.21
Change in %				-26.50%	-78.00% ³⁾
Alex Pierer			133,202.97	38,500.01	
Change from the previous year				-94,702.96	
Change in %				-71.10%	
Viktor Sigl	2,052,812.55	1,941,380.73	929,351.70	377,246.66	
Change from the previous year		-111,431.82	-1,012,029.03	-552,105.04	
Change in %		-5.40%	-52.10%	-59.40%	
Hubert Trunkenpolz	2,108,159.70	1,997,636.99	962,711.70	682,684.80	
Change from the previous year		-110,522.71	-1,034,925.29	-280,026.90	
Change in %		-5.20%	-51.80%	-29.10%	
Rudolf Wiesbeck			595,275.25	437,977.26	75,682.19
Change from the previous year				-157,297.99	-362,295.07
Change in %				-26.40%	-82.72% ³⁾
Friedrich Roithner	349,153.33	1,138,000.99	69,749.56		
Change from the previous year		-211,152.34	-1,068,251.43		
Change in %		-15.70%	-93.90%		
Florian Burguet			595,275.25		
Change from the previous year					
Change in %					
Total	8,256,415.07	7,450,776.22	4,821,603.13	2,607,281.17	1,965,222.94
Change from the previous year		-805,638.85	-2,629,173.09	-2,214,321.96	-642,058.23
Change in %		-9.80%	-35.30%	-45.90%	-24.63%

1) Payment in 2024 for 4 months only

2) No comparison with the previous year, as no corresponding payment was made in the previous financial year.

3) Removed from the Executive Board effective February 21, 2025.

4.2 AVERAGE REMUNERATION OF AN EMPLOYEE (FULL-TIME EQUIVALENT) IN AUSTRIA

in €	2021	2022	2023	2024	2025
Annual remuneration	60,656.12	71,409.66	63,826.56	67,312.11	75,804.82
Change from the previous year in %		17.70%	-10.60%	5.50%	12.62%

4.3 INFORMATION ON SHARE-BASED COMPENSATION

Neither members of the Executive Board nor members of the Supervisory Board are entitled to share-based compensation, nor is such compensation actually granted to them.

4.4 OTHER INFORMATION AND EXPLANATORY NOTES

No variable remuneration components were reclaimed in financial year 2025.

Mattighofen, March 9, 2026

The Executive Board of Bajaj Mobility AG



Mag. Gottfried Neumeister

Mag. Petra Preining

CEO

CFO

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