



**Remuneration Report
of UBM Development AG
for the 2023 Financial Year**

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Introduction

This remuneration report ("Remuneration Report") was prepared by the Management Board and Supervisory Board of UBM Development AG ("**UBM**" or the "**Company**") in accordance with Section 78c of the Austrian Stock Corporation Act ("AktG") to provide a comprehensive overview of the remuneration granted or owed to the members of the Management Board and the members of the Supervisory Board of UBM on the basis of the applicable Remuneration Policy (Section 78a AktG and Section 98a AktG), including all benefits in any form whatsoever during the 2023 financial year.

The requirements defined by Section 78c AktG and Section 98a AktG were met in preparing this Remuneration Report. The guidelines outlined in the statement of the Austrian Financial Reporting and Auditing Committee ("**AFRAC Statement**") were used for orientation and the principles of completeness, reliability, clarity and transparency as well as comparability were taken into account

The Remuneration Report was prepared by UBM's Remuneration Committee and approved by the Supervisory Board at the Supervisory Board meeting on 9 April 2024.

The Remuneration Report will be submitted to the Annual General Meeting of the Company for voting pursuant to Section 78d AktG. The vote represents a recommendation, and the next Remuneration Report will explain how the results of this voting were incorporated.

Development and significant events in the 2023 financial year

DM is in the midst of the greatest transformation in its 150-year history. The Management Board team has recognised the enormous demand for sustainable products in Europe, and the ambitious goal to become the leading developer of timber construction projects in Europe which makes this transformation visible gained momentum during the past financial year. The timber hybrid pipeline with more than 300,000 m² includes pioneering projects like LeopoldQuartier in Vienna and Timber Factory in Munich. However, difficult economic times for developers require a solid financial foundation. UBM is well positioned with an equity ratio of over 30%.

UBM Development generated Total Output of €284.2m in 2023, compared with €390.7m in the previous year. The largest contributions in 2023 did not come from Germany or Austria, as in earlier years, but from the Other Markets segment. Total Output for the reporting year was influenced, above all, by the progress of construction on and the sale of real estate projects, which is recognised in revenue and earnings over time in accordance with the percentage of completion and realisation. A significant impulse for this positive development was provided by the Arcus City residential project in Prague with over 270 housing units and ten single family houses. The Astrid Garden Residences and Neugraf projects in the Czech Republic provided further substantial support for Total Output. The largest share of Total Output was generated by the hotel business based on an increase from €57.1m in 2022 to €110.4m in 2023. This upward trend reflects the recovery in tourism and travel after the COVID-19 pandemic.

Revenue as reported on the consolidated income statement fell from € 133.9m in the previous year to €85.3m and reflected the decline in contributions which followed the sale of fully consolidated projects. Contributions to revenue were made, above all by residential construction projects in the Czech Republic (Arcus City, Astrid Garden Residences).

The profit from companies accounted for at equity fell to €-14.1m in 2023 (2022: €25.4m). The positive contribution to earnings in the previous year was based on real estate

projects like F.A.Z. Tower in Frankfurt and Gmunder Höfe in Munich.

The income from fair value adjustments to investment property amounted to T€318, compared with €25.5m in 2022. The fair value adjustments in the previous year were related primarily to a large-scale project in Vienna and based on the receipt of the zoning permit from the municipal authority. The expenses from fair value adjustments totalled €40.8m in 2023 and were recognised, in particular, to larger office projects in Austria, Germany and Poland. In 2022, the expenses from fair value adjustments totalled €4.6m.

EBITDA fell by €66.5m to €-27.3m in 2023 (2022: €39.2m). The decline resulted, above all, from the revaluation of projects and standing assets.

Depreciation and amortisation amounted to €2.8m (2022: €5.3m). These factors, in total were responsible for a decline of €64.0m in EBIT to €-30.1m in 2023 (2022: €33.9m).

Financial income fell from €23.4m in 2022 to €21.8m due to a decline in interest and similar income from project financing for equity-accounted companies and subsidiaries. Financial costs rose to €31.1m in 2023 (2022: €25.9m), above all as a result of higher interest costs for project financing.

EBT amounted to €-39.4m in 2023 and was €70.9m lower than the previous year (2022: €31.5m) due to property write-downs. Tax expense totalled €6.7m, compared with €4.3m in 2022, and the tax rate equalled 17.0% (2022: 13.8%).

The net loss (net profit after tax) totalled €46.0m in 2023, compared with net profit of €27.1m in 2022. The net loss attributable to the shareholders of the parent company amounted to €52.5m (2022: net profit of €16.8m). Beginning with the 2020 financial year, the method used to calculate earnings per share was changed. The calculation of the net loss attributable to the shareholders of the parent company includes a deduction for the net loss attributable to the hybrid capital holders. The share attributable to the hybrid capital holders fell from €9.1m in 2022 to €5.9m in 2023, and the resulting

earnings per share declined from €2.25 to a loss per share of €7.03 in 2023.

Total assets recorded by the UBM Group amounted to €1,253.8m as of 31 December 2023 and were €198.0m below the level on 31 December 2022 (€1,451.8m). This decline resulted primarily from the premature repayment of the hybrid bond 2018 in March 2023 and also involved write-downs that reduced equity and the payment of the dividend and interest.

Non-current assets declined by €45.3m year-on-year to €745.3m as of 31 December 2023. Property, plant and equipment totalled €11.1m and were slightly lower than on 31 December 2022 (€12.2m). This position consists primarily of capitalised rights of use from lease liabilities.

The carrying amount of investment property rose by €16.2m to €407.9m as of 31 December 2023. In contrast, the investments in equity-accounted companies declined by €30.6m to €150.2m. Project financing also declined by €37.3m to €143.6m.

Current assets totalled €508.5m at year-end 2023 and were €152.7m lower than at year-end 2022. Cash and cash equivalents were reduced, among others, by the following factors: the premature repayment of the hybrid bond 2018, the repayment of the bond 2018-2023, the payment of the purchase price for two acquisitions made in 2022 and 2023, and the payment of the dividend and interest. As of 31 December 2023, cash and cash equivalents equalled €151.5m.

Equity totalled €379.7m as of 31 December 2023 (31 December 2022: €501.5m). The decline is explained, above all, by the repayment of the hybrid capital, the payment of the dividend and the loss recorded for the 2023 financial year. The €8.2m dividend was paid on 30 May 2023. The equity ratio equalled 30.3% at year-end 2023 despite the difficult operating environment (31 December 2022: 34.5%) and remained within the 30-35% target range.

Bond liabilities (current and non-current) amounted to €376.1m at the end of December 2023 and were €70.6m lower than the previous year (31 December 2022: €446.7m). In November 2023, €91.1m of the UBM bond 2018-2023 was repaid.

Net debt totalled €610.2m at year-end 2023 (31 December 2022: €500.2m). This indicator includes current and non-current bonds and financial liabilities, excluding lease liabilities, less cash and cash equivalents. The increase resulted from the repayment of hybrid capital and the payment of the dividend.

Basic principles of the Remuneration Policy

UBM is active in the real estate development business. This sector is characterised, among others, by its dependence on cycles and projects. The income generated by UBM is generated by many different types of development projects and in many different countries. If a development project is delayed or sold at a later date, this can lead to fluctuations in income. Consequently, UBM's income is not linearly stable, but fluctuates to a significant extent in line with the progress on projects.

The Company's Remuneration Policy aims, in particular, to take these special characteristics of the business strategy into account with regard to the remuneration of the members of the Management Board and the Supervisory Board.

The principles of the Remuneration Policy are described in the following sections and provide an overview of the individual elements of remuneration and their connection with the Company's goals and long-term development. This information is intended to give the readers of the Remuneration Report a comprehensive understanding of the parameters for the remuneration of the Management and Supervisory Boards as shown in the Remuneration Report.

Management Board remuneration

The Remuneration Policy for the members of the Management Board is designed to meet the following goals: to appropriately align the total remuneration of these persons with the position of the Company and with the remuneration customary in comparable companies, to create incentives for the sustainable development of the Company, and to support the strategy and long-term development of the Company.

At the same time, the overall remuneration of the Management Board must be competitive and appropriate in national and international comparison to allow for the recruitment and retention of qualified persons and thereby ensure the continuity of corporate management. This remuneration should correspond to the overall responsibility of the Management Board, but also take into account the specific responsibilities

of the individual Management Board members which result from the organisational structure as well as any specific challenges arising from their respective duties.

UBM's business model requires the payment of both fixed and variable remuneration to the members of the UBM Management Board. Variable, performance-oriented remuneration components are intended to motivate the members of the Management Board to optimise the income of the UBM Group in a sustainable and risk-conscious manner. A lack of appropriate fixed (basic) remuneration could result in a situation where UBM is no longer attractive for management board functions and, moreover, is unable to meet national and international comparability criteria.

The members of the Management Board receive the fixed (non-performance-related) and variable (performance-related) remuneration components listed in the table beginning on page 8. An absolute ratio of the respective remuneration components is not provided because it is not possible to determine in advance whether and at what amount variable remuneration will be paid to the respective Management Board members.

The members of the Management Board receive additional benefits, i.e. coverage in a D&O insurance policy, inclusion in a pension fund scheme, inclusion in an accident and survivors' insurance policy, and the provision of a Company car.

Supervisory Board remuneration

The Remuneration Policy is planned to ensure that the members of the Supervisory Board receive remuneration that is appropriate to their scope of activities and responsibilities as well as to the economic situation of the Company. The Remuneration Policy also reflects the size of the Company, UBM's international orientation and business model as well as the responsibilities and qualifications of the Supervisory Board members.

The Remuneration Policy is designed to attract suitably qualified persons to serve on the Supervisory Board of an internationally active listed Company. This remuneration, as a whole, must be competitive and in line with the market and in an appropriate relationship to the remuneration customary in comparable companies. In addition, it should enable the composition of a Supervisory Board that is professionally and personally balanced. The Remuneration Policy supports the balanced and qualified composition of the Supervisory board and appropriately rewards the scope of duties and responsibilities associated with the respective mandates. In this way, the Remuneration Policy supports the implementation of the business strategy and the long-term positive development of the Company.

Each member of the Supervisory Board receives fixed annual remuneration. The total amount to be paid to the members of the Supervisory Board is proposed by the Supervisory and Management Boards to the Annual General Meeting, and the Chairman of the Supervisory Board is responsible for allocating this total amount to the individual members.

The members of the Supervisory Board do not receive variable remuneration, but they do receive an attendance fee for each Supervisory Board meeting. The same applies to attendance at the Supervisory Board committee meetings and to the Chairman of the Supervisory Board and his Deputy for attending the Company's Annual General Meeting. The amount of the attendance fee varies, in particular, according to the function and scope of duties and responsibilities (Chair, Deputy Chair). Each Supervisory Board member is entitled to an attendance fee of EUR 2,000.00 per day on which he or she attends one or more meetings of the Supervisory Board or one of its committees.

Remuneration Report for the members of the Management Board

Information on total remuneration

In order to provide UBM shareholders with a clear and comprehensible overview of the total remuneration of the members of the Management Board in accordance with the requirements of Section 78c AktG, the total remuneration of the members of the Management Board is shown in the **Table Management Board Remuneration**. This data is presented in the form recommended by the AFRAC statement.

The Management Board (together the "Management Board members" or the "Management Board") included the following persons during the 2023 financial year, which covered the period from 1 January 2023 to 31 December 2023:

- Thomas G. Winkler, CEO and Chairman of the Management Board
- Patric Thate, CFO
- Martina Maly-Gärtner, COO
- Peter Schaller, CTO (as of 1 November 2023)
- Martin Löcker, COO (up to 30 June 2023)

Fixed and variable components of the Management Board's remuneration

(a) Fixed Management Board remuneration

Each member of the Management Board receives fixed annual remuneration. The Supervisory Board is entitled to determine the specific amount in the respective Management Board contract at its own discretion, taking into account, in particular, seniority, experience, and the length of service with the Company and membership on the Management Board.

In the 2023 financial year, the Chairman of the Management Board, Thomas G. Winkler, received fixed annual remuneration of EUR 640,000.00, and the Management Board members Patric Thate and Martina Maly-Gärtner each received fixed annual remuneration of EUR 425,000.00. Management Board member Peter Schaller received EUR 70,861.00 (based on November and December 2023) and Management Board

member Martin Löcker received EUR 212,500.00 (based on the months from January to June 2023) as fixed remuneration for the 2023 financial year.

(b) Variable remuneration for the Management Board

Each member of the Management Board is entitled to receive annual variable remuneration, depending on the achievement of the parameters determined in advance by the Supervisory Board. The Supervisory Board is entitled to determine financial or non-financial criteria, or a combination of both.

In accordance with the decisions of the Supervisory Board, the maximum amount for variable remuneration (performance bonus) for the Chairperson of the Management Board equals 2.5% of EBT, up to a maximum of EUR 425,000.00 gross per year. If this result reaches or exceeds the amount defined by the Remuneration Committee, the Chairperson of the Management Board is entitled to the maximum amount of variable remuneration (performance bonus). If the result is below the defined amount, a proportional amount will be paid. The Management Board members Patric Thate, Martina Maly-Gärtner, Peter Schaller and Martin Löcker also receive variable remuneration (performance bonus) in accordance with the above scheme, but up to a maximum of EUR 285,000.00 gross per year.

There are currently no additional, non-financial criteria for variable Management Board remuneration, as the fulfilment of non-financial criteria is difficult to measure objectively. Moreover, there are no special rules that go beyond legal regulations to reclaim granted variable components of Management Board remuneration.

EBT was negative in the 2023 financial year and, consequently, the requirements for the payment of variable remuneration were not met.

In the financial year 2023, the bonus payments of variable remuneration granted to the members of the Management Board for the financial year 2022 were made as follows: EUR 360,000.00 to the Chairman of the Management Board

Thomas G. Winkler and EUR 240,000.00 each to the members of the Management Board Patric Thate, Martina Maly-Gärtner and Martin Löcker.

(c) Ratio of the respective components of Management Board remuneration

Each Management Board member thus received variable remuneration amounting to a maximum of 60% of the total Management Board remuneration.

The respective ratios for each Management Board member are provided in the table included in this Remuneration Report

(d) Additional components of Management Board remuneration

Each Management Board member is entitled to receive the following additional benefits:

Company car

The Chairman of the Management Board, Thomas G. Winkler, is provided with an Audi A6 Avant 45 TDI quattro Design car with a net purchase value of EUR 56,441.86 as a company car. An amount of EUR 11,520.00 was recognised as remuneration in kind for 2023. In addition, Mr. Winkler uses a parking space for which an annual amount of EUR 174.36 is recognised as remuneration in kind.

A BMW 545e xDrive sedan (31CH) with a net purchase price of EUR 54,183.72 is provided to Management Board member Patric Thate as a company car. An amount of EUR 8,640.00 was recognised as remuneration in kind for 2023. In addition, Mr. Thate uses a parking space for which an annual amount of EUR 174.36 is recognised as remuneration in kind.

The Management Board member Martina Maly-Gärtner, is provided with an Audi Q5 Sportback Hybrid company car with a net purchase value of EUR 59,669.30 as a company car. An amount of EUR 8,640.00 was recognised as remuneration in kind for 2023. In addition, Ms. Maly-Gärtner uses a parking space for which an annual amount of EUR 174.36 is

recognised as remuneration in kind.

Peter Schaller, member of the Management Board, is provided with an Audi A6 Avant 50 TDI quattro Design company car with a net purchase price of EUR 65,410.14. An amount of EUR 1,920.00 was recognized as remuneration in kind for 2023 (based on November and December 2023). In addition, Mr. Schaller uses a parking space for which an annual amount of EUR 29.06 is recognised as remuneration in kind (based on November and December 2023).

Martin Löcker, member of the Management Board, was provided with a Volvo V90 D5 AWD company car with a net purchase price of EUR 47,791.63. An amount of EUR 5,760.00 (based on the months from January to June 2023) was recognised as remuneration in kind. In addition, Martin Löcker used a parking space, for which an annual amount of EUR 87.18 was recognised as remuneration in kind (based on the months from January to June 2023).

Employee pension fund

Contributions are made to an employee pension plan for members of the Management Board. The contributions in the 2023 financial year were as follows: EUR 15,478.94 for the Chairman of the Management Board Thomas G. Winkler, EUR 10,309.33 for Management Board member Patric Thate, EUR 10,309.33 for Management Board member Martina Maly-Gärtner, EUR 557.67 for Management Board member Peter Schaller (based on November and December 2023), and EUR 6,059.64 for Martin Löcker (based on the months from January to June 2023).

Pension scheme

Contributions of EUR 10,370.76 each were made to a pension scheme on behalf of the Management Board members Thomas G. Winkler, Patric Thate and Martina Maly-Gärtner. The contribution equalled EUR 1,728.46 for Management Board member Peter Schaller (based on November and December 2023) and EUR 6,029.64 for Management Board member Martin Löcker (based on the months from January to June 2023).

D&O Insurance

A D&O insurance policy with an insured sum of EUR 15,000,000 was arranged for a group of persons which also includes UBM's Management Board. The related premium paid by UBM in 2023 amounted to EUR 25,352.40 including insurance tax (EUR 22,840.00 excluding insurance tax). This insurance covers a larger group of persons, and it is therefore not possible to allocate specific parts of the insurance premium to individual Management Board members.

Criminal defence insurance

Criminal defence insurance with an insured sum of EUR 500,000 was arranged for a group of persons which also includes UBM's Management Board. The related premium paid by UBM in 2023 amounted to EUR 2,872.49 including insurance tax (EUR 2,625.00 excluding insurance tax). This insurance covers a larger group of persons, and it is therefore not possible to allocate specific parts of the insurance premium to individual Management Board members.

Accident insurance

A group accident insurance policy was arranged for a group of UBM employees which also includes the Management Board members; the insured amounts depend on the damages incurred and, in part, on the annual gross salary and are therefore not possible to disclose in advance - the annual premium paid by UBM for the group accident insurance policy amounts to EUR 3,800.00.

Legal protection insurance

Legal protection insurance was arranged for each Management Board member, whereby the insured amount equals EUR 145,346.00 (no deductible). The annual premiums paid by the Company are as follows: EUR 2,173.50 for the Chairman of the Management Board Thomas G. Winkler and EUR 1,671.90 each for Management Board members Patric Thate and Martina Maly-Gärtner. The premium payment equalled EUR 278.65 for Management Board member Peter Schaller (based on November and December 2023) and EUR 1,630.13 for Management Board member Martin Löcker (based on the months from January to June 2023).

Information on share-based remuneration

UBM introduced a Long-Term Incentive Programme ("LTIP") in 2017 under which the members of the Management Board and selected other executives of the Company and its direct and indirect subsidiaries can participate in the long-term development of UBM. The LTIP, which has since expired, was designed to strengthen the commitment of the Management Board members and other officers of the Company and its direct and indirect subsidiaries ("UBM Group") to the UBM Group, to strengthen their motivation and identification with the objectives of the UBM Group, and to increase the attractiveness of the UBM Group as an employer.

Under the LTIP, stock options were granted and were exercisable if net debt and market capitalisation reached or exceeded predefined ranges during the respective observation periods. The Management Board members Thomas G. Winkler and Patric Thate exercised their stock options in full during 2021, the other members of the Management Board, Martina Maly-Gärtner and Martin Löcker continued to participate in the LTIP during 2023. Peter Schaller was appointed to the UBM Management Board after the LTIP had expired. The LTIP expired on 26 October 2023, and no options were granted during the 2023 financial year.

Deviations from the Remuneration Policy

There were no deviations during the 2023 financial year from the Remuneration Policy or from the related implementation procedures.

Clawback of variable remuneration components

There were no claims for the refund of variable remuneration components in 2023.

REMUNERATION REPORT

Management Board Remuneration

in EUR	2023				
	Thomas G. Winkler	Patric Thate	Martina Maly-Gärtner	Peter Schaller (as of 01.11.2023)	Martin Löcker (up to 30.06.2023)
Fixed Remuneration					
Fixed annual remuneration	640,000.00	425,000.00	425,000.00	70,861.00	212,500.00
Other remuneration					
Employment pension fund	15,478.94	10,309.33	10,309.33	557.67	6,059.64
Pension scheme	10,370.76	10,370.76	10,370.76	1,728.46	6,029.64
Company car	11,520.00	8,640.00	8,640.00	1,920.00	5,760.00
Parking space	174.36	174.36	174.36	29.06	87.18
Subtotal	677,544.06	454,494.45	454,494.45	75,096.19	230,436.46
Variable remuneration					
Annual bonus	0.00	0.00	0.00	0	0.00
Total	677,544.06	454,494.45	454,494.45	75,096.19	230,436.46
Payment of previous year bonus**	360,000.00	240,000.00	240,000.00	0	240,000.00
Relative share of fixed remuneration (in %) *	100	100	100	100	100
Relative share of variable remuneration (in %) *	0	0	0	0	0

* Fixed remuneration (including other remuneration) in relation to variable remuneration.

The following table shows the average remuneration of the Management Board members during the period from the respective resolution on the Remuneration Policy at the Annual General Meeting in 2020 and the percentage change in annual comparison as well as the average remuneration of the other UBM employees on a full-time equivalent basis:

Management Board remuneration in comparison

Annual Change in EUR	2021	2022	Percentage change 2021 in compari- son to 2022	2023	Percentage change 2022 in compari- son to 2023
Total remuneration Management Board members					
Thomas G. Winkler	940,969.30	925,643.08	-1.63	677,544.06	-26.80
Patric Thate	669,509.81	618,130.22	-7.67	454,494.45	-26.47
Martina Maly-Gärtner	205,051.35	618,605.59	201.68*	454,494.45	-26.53
Peter Schaller (as of 01.11.2023)	-	-	-	75,096.19	-
Martin Löcker (up to 30.06.2023)	661,311.60	631,966.33	-4.44	230,436.46	-63.54
Average employee remuneration (full-time basis)					
Employees of UBM Development AG	101,909	102,858	0.93	99,030	-3.72

* The increase resulted from the depiction of an annual salary for 2021 based on the months from September to December 2021.

Remuneration Report for the members of the Supervisory Board

Information on the total remuneration

In order to provide UBM shareholders with a clear and understandable overview of the total remuneration of the members of the Supervisory Board in accordance with the requirements of Section 98a AktG in connection with Section 78c AktG, the total remuneration of the members of the Supervisory Board is shown in the following table. The data is based on the proposed form presented in the AFRAC Statement.

The following persons (together the “members of the Supervisory Board”, the “Supervisory Board members” or the “Supervisory Board”) served as members of the Supervisory Board in the 2023 financial year, which covered the period from 1 January 2023 to 31 December 2023:

- Karl-Heinz Strauss, Chairman
- Iris Ortner, Deputy Chairwoman
- Klaus Ortner
- Ludwig Steinbauer
- Paul Unterluggauer
- Bernhard Vanas
- Birgit Wagner
- Susanne Weiss
- Anke Duchow
- Martin Mann
- Hannes Muster
- Günter Schnötzing

Fixed and variable components of remuneration

Each member of the Supervisory Board is entitled to fixed annual remuneration. The total amount payable to the members of the Supervisory Board is proposed jointly by the Supervisory and Management Boards to the General Meeting; the Chairperson of the Supervisory Board is responsible for allocating this total amount among the individual Supervisory Board members.

The members of the Supervisory Board do not receive any

variable remuneration, but they do receive an attendance fee for each Supervisory Board meeting they attend. The same applies to their attendance at meetings of the Supervisory Board committees and for the Chairman of the Supervisory Board and his deputy for attendance at the Annual General Meeting. The amount of the attendance fee varies, in particular, according to the function and scope of duties and responsibilities (Chair, Deputy Chair). The attendance fee for each member of the Supervisory Board equals EUR 2,000.00 for each day on which the member attends one or more meetings of the Supervisory Board.

Any employee representatives delegated to the Supervisory Board in accordance with Section 110 of the Employment Constitution Act (ArbVG) exercise their mandates on an honorary basis and, therefore, do not receive attendance fees.

An overview of the attendance fees granted can be found in **Table Supervisory Board Remuneration**.

Additional remuneration components

The Members of the Supervisory Board are covered by UBM's D&O insurance, the costs of which are carried by the Company.

Ratio of the respective components of remuneration

As the members of the Supervisory Board only receive fixed remuneration and attendance fees, information on the relative proportions of the various remuneration components is not provided.

Variable remuneration components

In accordance with the Remuneration Policy, no performance-related variable remuneration components were paid to Supervisory Board members in the 2023 financial year. An

overview of the attendance fees granted can be found in the following table.

Long-term variable remuneration agreements (Long-term Incentive Programme)

There is no long-term incentive programme for the members of the Supervisory Board.

Consistency of total remuneration with the Remuneration Policy

The total remuneration for the members of the Supervisory Board in the 2023 financial year complied with the Remuneration Policy.

Information on share-based remuneration

No stock option programme is or was in place and no shares were offered or granted to the members of the Supervisory Board.

Deviations from the Remuneration Policy

There were no deviations during the 2023 financial year from the Remuneration Policy or from the related implementation procedures.

Clawback of variable remuneration components

There were no claims for the refund of variable remuneration components in 2023.

Supervisory Board Remuneration

in EUR	Fixed remuneration	Attendance fees	Total
Karl-Heinz Strauss	50,000.00	10,000.00	60,000.00
Iris Ortner	40,000.00	10,000.00	50,000.00
Klaus Ortner	30,000.00	10,000.00	40,000.00
Ludwig Steinbauer	30,000.00	10,000.00	40,000.00
Paul Unterluggauer	30,000.00	10,000.00	40,000.00
Bernhard Vanas	30,000.00	10,000.00	40,000.00
Birgit Wagner	30,000.00	10,000.00	40,000.00
Susanne Weiss	30,000.00	8,000.00	38,000.00
Anke Duchow	Employee representative	-	-
Martin Mann	Employee representative	-	-
Hannes Muster	Employee representative	-	-
Günter Schnötzingler	Employee representative	-	-