



**Remuneration Report
of UBM Development AG
for the financial year 2022**

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Introduction

This remuneration report ("Remuneration Report") has been prepared by the Management Board and the Supervisory Board of UBM Development AG ("**UBM**" or the "**Company**") in accordance with Section 78c of the Austrian Stock Corporation Act ("AktG") in order 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; "Remuneration Policy"), including all benefits in any form during the financial year 2022.

In preparing this Remuneration Report, the requirements set out in Section 78c AktG and Section 98a AktG have been implemented, the guidelines set out in the statement of the Austrian Financial Reporting and Auditing Committee ("**AFRAC Statement**") have been used as a basis for orientation and the principles of completeness, reliability, clarity and transparency as well as comparability have been taken into account.

The Remuneration Report was prepared by the remuneration committee of the Company and approved by the Supervisory Board at the Supervisory Board meeting on 11 April 2023.

The Remuneration Report shall be submitted to the Annual General Meeting of the Company for voting pursuant to Section 78d AktG. The vote shall be of a recommendatory nature, and the subsequent remuneration report shall state how this voting result has been taken into account.

Development and significant events in the financial year 2022

The 2022 financial year was not an easy but, all the same, a successful period for UBM with after-tax profit of €27m. UBM made excellent progress towards its strategic goal to become the leading developer of timber construction projects in Europe. The timber-hybrid pipeline has grown to more than 250,000 m² in a very short time. A stable financial position with an equity ratio of over 34% and liquid funds of €323m leads UBM to look to the future with optimism.

UBM Development generated Total Output of €390.7m in 2022, compared with €471.0m in the previous year. Of this total, €263.6m represent revenue from property sales. The largest contributions came from the two core markets, Germany and Austria, with the forward sold F.A.Z. Tower in Frankfurt and sales from the Siebenbrunnengasse project in Vienna. Total Output for the reporting year was also influenced by the progress of construction on previously sold real estate projects which is recognised in revenue and earnings over time in accordance with the percentage of completion and realisation. In this category, positive contributions to Total Output were made by residential construction projects like the Kaufmannshof (Mainz customs harbour), Gmunder Höfe (Munich), Arcus City (Prague) and Rankencity (Graz). Business performance in the Other segment was influenced primarily by the strategic divestment of the German project and construction management subsidiary, alba Bau | Projekt Management GmbH, as well as the sale of building rights for three sites in Vienna's first district and the sale of the CTB Tower in Berlin.

Revenue as reported on the consolidated income statement fell by 51.9% to €133.9m (2021: €278.3m). The revenue growth in 2021 was supported chiefly by property sales in Germany and Austria and by the progress of construction on previously sold, fully consolidated real estate projects, while revenue in 2022 resulted mainly from lower contributions from fully consolidated real estate projects. The largest contributions to revenue were made by residential projects like the Siebenbrunnen in Austria and the Arcus City in the Czech Republic. The profit from companies accounted for at equity amounted to €25.4m (2021: €36.0m). At-equity results were based, above all, on ongoing forward sold real estate

projects like the F.A.Z. Tower in Frankfurt, CTB in Berlin and the Kaufmannshof residential and office project in Mainz customs harbour.

EBITDA fell by 48.5% to €39.2m in 2022 (2021: €75.9m). The most important effects in 2022 included sales from the Siebenbrunnengasse residential and office project, the sale of the CTB Tower project in Berlin and fair value adjustments to a large-scale project in Vienna.

Depreciation and amortisation rose by 103.8% over the previous year to € 5.3m in 2022 (2021: €2.6m) and, as a result, EBIT declined by €39.4m to €33.9m (2021: €73.3m). Financial income rose from €14.0m in 2021 to €23.4m due to the sale of the German project and construction management subsidiary alba Bau | Projekt Management GmbH. There were no material deviations in financial costs during 2022 or 2021.

EBT amounted to €31.5m in 2022, which represents a year-on-year decline of €28.6m or 47.6% (2021: €60.1m). Tax expense equalled €4.3m, compared with €16.4m in 2021, and reflected a tax rate of 13.8% (2021: 27.3%). The lower tax rate in the reporting year resulted from the tax effects of equity-accounted results and the sale of alba Bau | Projekt Management GmbH.

Profit for the period (net profit after tax) totalled €27.1m, compared with €43.7m in 2021. Net profit attributable to the shareholders of the parent company amounted to €16.8m in 2022 (2021: €33.6m). Beginning with the 2020 financial year, the calculation of net profit attributable to the shareholders of the parent company was changed to include a deduction for the share attributable to the hybrid capital holders. The share attributable to the hybrid capital holders rose from €8.6m to €9.1 million during the reporting year. The resulting earnings per share declined from €4.50 to €2.25 in 2022.

Total assets recorded by the UBM Group amounted to €1,451.8m as of 31 December 2022 and were €16.0m lower than on 31 December 2021 (€1,467.8m). This decline resulted primarily from repayment of the hybrid capital.

Non-current assets declined by €23.1m to €790.6m at year-end 2022. Property, plant and equipment totalled €12.2m as of 31 December 2022 and were slightly lower than the €12.9m reported as of 31 December 2021. This position consists primarily of capitalised rights of use from leases.

The carrying amount of investment property declined by €31.8m to €391.7m as of 31 December 2022. In contrast, the investments in equity-accounted companies increased by €8.1m over the previous year to €180.8m. Project financing was €1.3m lower at €180.9m.

Current assets totalled €661.2m at the end of 2022, for an increase of €7.1m over year-end 2021 which resulted mainly from a substantially higher balance of real estate inventories. Cash and cash equivalents declined by €100.4m, among others due to prepayments for projects in Germany, the hybrid capital, the UBM bond 2017-2022 and dividends. As of 31 December 2022, cash and cash equivalents equalled €322.9m.

Equity totalled €501.4m as of 31 December 2022 (31 December 2021: €524.0m). The decline is explained, above all, by the dividend payment and by the repayment of profit participation rights which are classified under equity. The dividend payment of €16.8m was made on 23 May 2022. The equity ratio equalled 34.5% at year-end 2022 and remained within the 30-35% target range (31 December 2021: 35.7%).

Bond liabilities totalled (current and non-current) amounted to €446.7m at the end of December 2022 and were €79.8m lower than the previous year (31 December 2021: €526.5m). In November 2022, €80.9m of the UBM bond 2017-2022 was repaid.

Net debt totalled €500.2m at year-end 2022 (31 December 2021: €381.0m). This indicator includes current and non-current bonds and financial liabilities, excluding lease liabilities, less cash and cash equivalents. The increase resulted, above all, from distributions from equity-accounted companies, the sale of subsidiaries and a higher balance of financial liabilities as support for investments.

Basis principles of the Remuneration Policy

UBM is active in real estate development industry. This industry is characterised, inter alia, by the fact that it is subject to cycles and that it is project-driven. The income of UBM comes from numerous development projects of various kinds and from various countries. If a real estate development is delayed or a project is sold later, this can lead to income being generated at different times. For this reason, UBM's income is not linearly stable, but rather fluctuates to a large extent due to the respective 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 following outline of the Remuneration Policy provides an overview of the individual elements of remuneration and their connection with the objectives and long-term development of the Company and is intended to provide the recipient of the Remuneration Report with a comprehensive understanding of the parameters for the total remuneration shown in the Remuneration Report.

Management Board remuneration

The Remuneration Policy for the members of the Management Board pursues the objective that the total remuneration of the members of the Management Board is aligned with the (economic) situation of the Company and with the remuneration customary in comparable companies, sets incentives for sustainable corporate development and promotes the business strategy and longterm development of the Company.

At the same time, the overall remuneration of the Management Board should be both competitive and appropriate in national and international comparison, so that appropriately qualified persons can be recruited and retained in the Company in the sense of the intended continuity in corporate management. The remuneration corresponds to the overall responsibility of the Management Board associated with this

function, but also takes into account the individual responsibility of the individual Management Board members resulting from the organisational structure (Ressortverteilung), as well as any specific challenges arising from the respective duties.

Due to this UBM business model, it is necessary to grant both fixed and variable remuneration to the members of the UBM Management Board. Variable, success-oriented remuneration elements 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. Without an appropriate fixed (basic) remuneration, however, there would be a risk that UBM would no longer be attractive in terms of exercising management board functions and would not be nationally and internationally comparable.

The members of the Management Board receive the fixed (non-performance-related) and variable (performance-related) remuneration components listed starting page 8. Since it cannot be determined in advance whether and in what amount variable remuneration will be paid to the respective Management Board members, an absolute ratio of the respective remuneration components to each other cannot be stated.

The members of the Management Board shall receive additional benefits, i.e. inclusion 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 intended 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 takes into account the size of the Company, the international orientation and the business model of UBM as well as the responsibilities and qualifications of the members of the Supervisory Board.

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

Each member of the Supervisory Board shall receive a fixed annual remuneration. The amount to be paid in each case to the members of the Supervisory Board shall be proposed by the Supervisory Board and the Management Board to the General Meeting, where the allocation of such amount to the individual members of the Supervisory Board shall be the responsibility of the Supervisory Board itself.

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

Remuneration Report concerning the remuneration of the members of the Management

Information on the 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 based on the requirements of Section 78c AktG, the total remuneration of the members of the Management Board is shown in **Table Management Board Remuneration**, which is based on the proposed form of presentation of the AFRAC Statement.

In the last financial year 2020, which covered the period from 1 January 2020 to 31 December 2020, only

- Thomas G. Winkler, CEO and Chairman of the Management Board,
- Patric Thate, CFO,
- Martin Löcker, COO,
- Martina Maly-Gärtner, COO

were members of UBM (together the **"Management Board Members"** or the **"Management Board"**).

Fixed and variable components of the Management Board remuneration

(a) Fixed Management Board remuneration

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

In the financial year 2022, the Chairman of the Management Board, Thomas G. Winkler, received a fixed annual remuneration of EUR 540,000.00, and the members of the Management Board Patric Thate, Martin Löcker and Martina Maly-Gärtner received a fixed annual remuneration of EUR 360,000.00.

(b) Variable Management Board remuneration

Each member of the Management Board shall receive a variable remuneration each year, depending on the achievement of the parameters to be determined 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 determinations of the Supervisory Board, the maximum amount for the variable remuneration (performance bonus) for the Chairman of the Management Board is 2.5% of EBT, up to a maximum of EUR 360,000.00 gross per year. If this result reaches or exceeds the amount defined by the remuneration committee, the Chairman of the Management Board is entitled to the maximum amount of the variable remuneration (performance bonus). If the result is below the defined amount, an aliquot amount is due. The members of the Management Board Martin Löcker, Patric Thate and Martina Maly-Gärtner also receive a variable remuneration (performance bonus) in accordance with the above scheme, but of a maximum of EUR 240,000.00 gross per year.

There are currently no additional, non-financial criteria for the variable Management Board remuneration, as the fulfilment of non-financial criteria is difficult to measure objectively. There are no special possibilities of reclaiming granted variable parts of the Management Board remuneration that go beyond the legal provisions.

For the financial year 2022, the Chairman of the Management Board, Thomas G. Winkler, will receive variable remuneration in the amount of EUR 360,000.00, and the members of the Management Board, Martina Maly-Gärtner, Patric Thate and Martin Löcker, will each receive variable remuneration in the amount of EUR 240,000.00. This variable remuneration will be paid in 2023.

In the financial year 2022, the bonus payments of variable remuneration granted to the members of the Management Board for the financial year 2021 were made as fol-

lows: an amount of EUR 360,000.00 to the Chairman of the Management Board, Thomas G. Winkler, an amount of EUR 240,000.00 each to the Management Board members Patric Thate and Martin Löcker and an amount of EUR 80,000.00 (September to December 2021) to the Management Board member Martina Maly-Gärtner.

(c) Ratio of the respective components of the 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 can be seen in the table included in this Remuneration Report.

(d) Additional components of the 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. For the year 2022 an amount of EUR 11,520.00 is recognised as remuneration in kind. In addition, the Chairman of the Management Board 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 the Management Board member Patric Thate as a Company car. For the year 2022 an amount of EUR 8,640.00 is recognised as remuneration in kind. In addition, Patric Thate uses a parking space for which an annual amount of EUR 174.36 is recognised as remuneration in kind.

Martin Löcker, member of the Management Board, is provided with a Volvo V90 D5 AWD Company car with a net pur-

chase price of EUR 47,791.63. For the year 2022 an amount of EUR 11,520.00 is recognised as remuneration in kind. In addition, Martin Löcker 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 a BMW 530d xDrive Touring car with a net purchase value of EUR 45,262.73 as a Company car. For the year 2022 an amount of EUR 11,520.00 is recognized as remuneration in kind. In addition, Martina Maly-Gärtner uses a parking space for which an annual amount of EUR 174.36 is recognized as remuneration in kind.

Employment pension fund

Contributions are paid into an employee pension plan for members of the Management Board. In the financial year 2022 an amount of EUR 13,948.72 is paid in for the Chairman of the Management Board Thomas G. Winkler, an amount of EUR 9,359.54 is paid in for the member of the Management Board Martin Löcker, an annual amount of EUR 9,315.86 is paid in for the member of the Management Board Patric Thate and an amount of EUR 6,911.23 is paid in for the member Martina Maly-Gärtner.

Pension scheme

An annual amount of EUR 10,912.43 is paid into a pension fund for Management Board member Martin Löcker; no such payments are made for the other two Management Board members.

D&O Versicherung

There is a D&O insurance policy with an insured sum of EUR 15,000,000 for a group of persons including the Management Board members of UBM. The premium paid by UBM for this in the financial year 2022 amounted to EUR 36,856.00 including insurance tax (EUR 34,000.00 without insurance tax). This insurance exists for a larger group of persons. It is not possible to specifically allocate parts of the insurance premium to individual Management Board members.

Accident Insurance

A group accident insurance policy has been taken out for a group of UBM employees including the Management Board members; the sums insured depend on the claims history (Schadensverlauf) and in part on the annual gross salary and can therefore not be disclosed in advance - the annual premium paid by UBM for the group accident insurance policy amounts to EUR 3,800.00

Legal expenses insurance

For each Management Board member, a legal expenses insurance policy has been taken out with a respective sum insured of EUR 145,346.00 without a deductible. The annual premiums paid by the Company for the Chairman of the Management Board Thomas G. Winkler, and the Management Board member Martin Löcker amount to EUR 2,173.50 each, and for the Management Board members. Patric Thate and Martina Maly-Gärtner, EUR 1,671.90 each.

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 ("UBM Group") participate in the long-term development of UBM. The LTIP intends to strengthen the loyalty of the members of the Management Board and other officers of the Company and its direct and indirect subsidiaries ("UBM Group") to the UBM Group, to

promote 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 which are exercisable if net debt and market capitalisation reach or exceed predefined ranges during the respective observation periods.

The members of the Management Board Thomas G. Winkler, LL.M., and Patric Thate, Dipl.-Ök., have already executed their stock options in full in 2021, the other members of the Management Board, DI Martin Löcker and Martina Maly-Gärtner, MRICS continue to participate in the LTIP.

No stock options were exercised under the LTIP in the financial year 2022.

Deviations from the Remuneration Policy

In the last financial year 2022, there were no deviations from the Remuneration Policy or from the procedure described therein for its implementation.

Clawback of variable remuneration component

No variable remuneration components were reclaimed in the last financial year 2022.

REMUNERATION REPORT

Management Board Remuneration

	2022			
in EUR	Thomas G. Winkler	Patric Thate	Martin Löcker	Martina Maly-Gärtner
Fixed Remuneration				
Fixed annual remuneration	540,000.00	360,000.00	360,000.00	360,000.00
Other remuneration (additional components)				
Employment pension fund	13,948.72	9,315.86	9,359.54	6,911.23
Pension scheme contributions	0	0	10,912.43	0
Company car	11,520.00	8,640.00	11,520.00	11,520.00
Parkin space	174.36	174.36	174.36	174.36
Subtotal	565,643.08	378,130.22	391,966.33	378,605.59
Variable remuneration				
Annual bonus*	360,000.00	240,000.00	240,000.00	240,000.00
Special bonus	0	0	0	0
Total	925,643.08	618,130.22	631,966.33	618,605.59
Payment of previous year bonus**	360,000.00	240,000.00	240,000.00	80,000.00
Relative share of fixed remuneration (in %) ***	61.11	61.17	62.02	61.20
Relative share of variable remuneration (in %) ***	38.89	38.83	37.98	38.80

* The Bonus for the financial year 2022 will only be paid out in the course of 2023.

** At the Management Board member Martina Maly-Gärtner the presentation is based on the months September to Dezember 2021.

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

The following table shows the average remuneration of the Management Board members in the period from the respective resolution on the Remuneration Policy at the Annual Gen-

eral Meeting 2020 and its percentage change in an annual comparison as well as the average remuneration of the other employees of UBM on a full-time equivalent basis:

Management Board remuneration in comparison

Annual Change in EUR	2020	2021	Percentage change 2020 in compari- son to 2021	2022	Percentage change 2021 in compari- son to 2022
Total remuneration Management Board members					
Thomas G. Winkler	1,224,568.93	940,969.30	-23.16	925,643.08	-1.63
Patric Thate	892,408.60	669,509.81	-24.98	618,130.22	-7.67
Martin Löcker	924,412.39	661,311.60	-28.46	631,966.33	-4.44
Martina Maly-Gärtner	0	205,051.35	-	618,605.59	201.68*
Average employee remuneration (on a full-time basis)					
Employees of UBM Development AG	94,120	101,909	8.28	102,858	0.93

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

Remuneration Report concerning the remuneration of the members of the Supervisory Board

Information on the total remuneration

In order to provide UBM shareholders with a clear and comprehensible overview of the total remuneration of the members of the Supervisory Board based on 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 **Table Supervisory Board Remuneration**, which is based on the proposed form of presentation of the AFRAC Statement.

In the last financial year 2022, which covered the period from 1 January 2022 to 31 December 2022, only

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

were members of the Supervisory Board of UBM (together the **"Members of the Supervisory Board"**, the **"Supervisory Board Members"** or the **"Supervisory Board"**).

Fixed and variable components of the Supervisory Board remuneration

Each member of the Supervisory Board shall receive a fixed annual remuneration. The amount to be paid in each case to the members of the Supervisory Board shall be proposed by the Supervisory Board and the Management Board to the General Meeting, where the allocation of such amount to the individual members of the Supervisory Board shall be the responsibility of the Supervisory Board itself.

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

If employee representatives are delegated to the Supervisory Board in accordance with Section 110 of the Employment Constitution Act (ArbVG), they 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 components of the remuneration

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

Ratio of the respective components of the remuneration

As the members of the Supervisory Board only receive a fixed remuneration and attendance-related attendance fees, the disclosure of relative proportions of various remuneration components is omitted.

Variable components of the remuneration

In accordance with the Remuneration Policy, no performance-related variable remuneration

components were paid to Supervisory Board members in the financial year 2022. An overview of the attendance fees granted can be found in the table below.

Long-term variable remuneration agreements (Longterm 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 complied with the Remuneration Policy in the last financial year 2022.

Information on share-based remuneration

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

Deviations from the Remuneration Policy

In the last financial year 2022, there were no deviations from the Remuneration Policy or from the procedure described therein for its implementation.

Clawback of variable remuneration components

No variable remuneration components were reclaimed in the last financial year 2022.

Supervisory Board Remuneration

in EUR	Fixed remuneration	Attendance fees	Total
Karl-Heinz Strauss	50,000.00	8,000.00	58,000.00
Iris Ortner	40,000.00	10,000.00	50,000.00
Klaus Ortner	30,000.00	10,000.00	40,000.00
Susanne Weiss	30,000.00	6,000.00	36,000.00
Birgit Wagner	30,000.00	10,000.00	40,000.00
Ludwig Steinbauer	30,000.00	10,000.00	40,000.00
Bernhard Vanas	30,000.00	10,000.00	40,000.00
Paul Unterluggauer	30,000.00	10,000.00	40,000.00
Martin Mann	Employee representative	-	-
Günter Schnötzingler	Employee representative	-	-
Hannes Muster	Employee representative	-	-
Anke Duchow	Employee representative	-	-