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REMUNERATION REPORT

of

UBM Development AG for the financial year 2020

1. 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 2020.

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 22 April 2021.

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.

2. Development and significant events in the financial year 2020

The financial year 2020 must be analysed from the special perspective of an historic event such as the Corona pandemic. This applies in particular to the direct comparison with the record year 2019, which was the best year in the history of UBM Development AG.

The total output generated by UBM in the financial year 2020 amounted to EUR 478.6 million, compared to EUR 678.0 million in the previous year. Of this amount, EUR 361.8 million were generated from the sale of properties. Of particular note is the F.A.Z. Tower in Frankfurt, which was sold forward in the fourth quarter of 2020 and will be completed in 2022. The forward sale of the Astrid Offices project in Prague as well as the QBC 1&2 project in Vienna, which was sold forward in 2019, also contributed to the total output in the office segment in the reporting period. A significant portion of the total output was also attributable to the residential segment, with the forward sales of the residential projects Gmunder Höfe in Munich and the Nordbahnhofviertel in Vienna. The total output in the reporting period was also primarily the result of the construction progress of real estate projects that have already been sold, which are recorded on a time-period basis according to the degree of completion and utilisation status – such as the residential project immergrün in Berlin with almost 400 residential units or the Siebenbrunnengasse project with 165 residential units.

At EUR 183.3 million, the revenue reported in the consolidated income statement for the reporting period was also 24.2% below the level of the previous year (2019: EUR 242.0 million). While a large development property near Munich was sold in the previous year, revenue in the current reporting year was primarily attributable to the construction progress of already sold, fully consolidated real estate projects. The largest contribution to revenue came from residential projects in Germany and Austria as well as two hotel projects in Poland.

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EBITDA decreased by 13.2% to EUR 65.1 million in the financial year 2020 (2019: EUR 75.0 million). Depreciation and amortisation was slightly below the previous year's level of EUR 3.5 million at EUR 3.1 million. As a result, EBIT decreased by EUR 9.4 million to EUR 62.0 million in 2020 (2019: EUR 71.5 million). Financial income increased from EUR 20.7 million in the same period of the previous year to EUR 23.9 million, as the reporting period included income from share deals of EUR 9.7 million (2019: EUR 12.9 million) and higher interest income due to increased project financing. At EUR 23.7 million, financial costs were above the previous year's level of EUR 21.7 million.

At EUR 62.3 million, earnings before taxes (EBT) in 2020 were EUR 8.3 million below the previous year's result of EUR 70.5 million, which corresponds to a reduction of 11.7%. Tax expenses amounted to EUR 21.5 million in the reporting period, compared to EUR 20.5 million in 2019, resulting in a tax rate of 34.5% in 2020 (2019: 29.0%). The significantly higher tax rate results in particular from the high contribution to earnings from Germany.

Net profit (profit for the period after tax) reached EUR 40.8 million in the Corona year 2020, compared to EUR 50.1 million in the record year 2019. Net profit attributable to shareholders of the parent amounted to EUR 32.8 million in the reporting period (2019: EUR 46.1 million). From the financial year 2020 onwards, the shares of hybrid capital investors will also be deducted when calculating the net profit attributable to the shareholders of the parent company, and the comparative figure for the previous year has been adjusted. The shares of the hybrid capital investors amounted to EUR 7.0 million in both the previous year and 2020. The earnings per share derived from this therefore decreased from EUR 6.16 to EUR 4.39 in the reporting period.

The UBM Group's total assets as at 31 December 2020 were EUR 1,372.0 million, EUR 55.6 million higher than the level as at 31 December 2019. The increase in cash and cash equivalents and financial assets in particular had a balance sheet-enlarging effect.

Financial real estate decreased by EUR 60.6 million as at the end of December 2020 and amounted to EUR 407.1 million as at the balance sheet date. This significant decrease was primarily due to the sale of a 40% share in the large project Baubergerstrasse in Munich, which will be included in at equity accounted companies after the signing in the second quarter of 2020. The valuation of investments in at equity accounted companies as well as project financing increased accordingly. Compared to the previous year, investments in at equity accounted companies increased by EUR 33.3 million to EUR 167.8 million and project financing by EUR 27.2 million to EUR 208.4 million.

Current assets amounted to EUR 547.0 million at the end of 2020, an increase of EUR 82.0 million compared to the end of 2019. This increase was mainly due to an increase in cash and cash equivalents, which increased by EUR 34.8 million to EUR 247.2 million. Cash and cash equivalents increased by 16.4% due to proceeds from the sale of shares and real estate financing in the reporting period..

At EUR 121.9 million, inventories at the end of December 2020 were below the level of EUR 128.2 million as at 31 December 2019. In addition to other inventories, this item includes in particular the residential properties under development that are intended for sale. Trade receivables increased from EUR 103.3 million at the end of 2019 to EUR 127.9 million as at the 2020 balance sheet date. This item mainly includes inventory properties already sold during development as well as forward sales of financial properties pro rata according to the degree of realisation.

Due to the positive earnings development, equity as at 31 December 2020 amounted to EUR 482.9 million, above the level at the end of 2019 (EUR 462.5 million). The equity ratio reached 35.2% at the end of December 2020 and thus remained slightly above the targeted range of 30-35% (31 December 2019: 35.1%).

Bond liabilities amounted to EUR 456.5 million at the end of December 2020, EUR 28.2 million below the level on the previous year's balance sheet date (31 December 2019: EUR 484.7 million). In the fourth quarter of the reporting period, the 4.25% UBM bond with the maturity 2015-2020 was repaid in full. In December 2020, a promissory note loan (*Schuldscheindarlehen*) and a bearer bond were issued. By means of an exchange offer, EUR 31.5 million of the promissory note loan (*Schuldscheindarlehen*) and the bearer bond from 2016 were extended. In addition, an additional volume of around EUR 20 million was subscribed. As of 31 December 2020, the total volume of the transaction amounted to EUR 51.5 million.

Trade payables increased compared to the 2019 balance sheet date from EUR 57.2 million to EUR 77.0 million at the end of the reporting period. This value essentially includes subcontractor services not yet paid as of the reporting date. Other financial liabilities (current and non-current) increased from EUR 25.6 million as at 31 December 2019 to EUR 32.1 million. At EUR 18.9 million, the total of deferred and current tax liabilities was significantly below the previous year's level of EUR 41.6 million.

Net debt amounted to EUR 479.1 million at the end of 2020 and was thus above the value of EUR 442.4 million as at 31 December 2019. Net debt includes current and non-current bonds and financial liabilities excluding lease liabilities minus cash and cash equivalents. The increase in net debt was mainly due to higher financial liabilities used for investments. Financial liabilities (current and non-current) increased by EUR 70.8 million to EUR 290.6 million.

3. 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.

3.1 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 long-term 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 under item 4. 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.

3.2 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.

4. Remuneration Report concerning the remuneration of the members of the Management Board

4.1 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 1 (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

- Mag. Thomas G. Winkler, LL.M., CEO and Chairman of the Management Board,
- Dipl.-Ök. Patric Thate, CFO,
- DI Martin Löcker, COO,

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

4.2 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 addition, the specific compensation granted should be competitive and appropriate to the market.

In the financial year 2020, the Chairman of the Management Board, Thomas G. Winkler, LL.M., received a fixed annual remuneration of EUR 501,432.00, the member of the Management Board, Patric Thate, received a fixed annual remuneration of EUR 334,289.00 and the member of the Management Board, Martin Löcker, received a fixed annual remuneration of EUR 334,289.00.

It should be particularly noted that all Management Board Members voluntarily waived one month's salary each during the 3-month short-time work (*Kurzarbeit*) of the employees in the course of the first lockdown of the Corona crisis.

(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 and Patric Thate 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 2020, the Chairman of the Management Board, Thomas G. Winkler, LL.M., will receive variable remuneration in the amount of EUR 360,000.00, and the members of the Management Board, Patric Thate, Dipl.-Ök., and Martin Löcker, DI, will each receive variable remuneration in the amount of EUR 240,000.00. This variable remuneration will be paid in 2021.

In addition, the members of the Management Board were granted an additional performance bonus (*zusätzlicher Leistungsbonus*) in 2020 for meeting the challenges of the Corona Year 2020, which was set at EUR 333,000 for the Chairman of the Management Board, Thomas G. Winkler, LL.M., EUR 295,300 for the member of the Management Board, Patric Thate, and EUR 314,500 for the member of the Management Board, Martin Löcker. This additional performance bonus (*zusätzlicher Leistungsbonus*) was already paid to the Management Board Members in 2020.

In the financial year 2020, the bonus payments of variable remuneration granted to the members of the Management Board for the financial year 2019 were made as follows: an amount of EUR 360,000.00 to the Chairman of the Management Board, Thomas G.

Winkler, LL.M., and an amount of EUR 240,000.00 each to the Management Board members Dipl.-Ök. Patric Thate and DI Martin Löcker.

(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, LL.M., 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 annual 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 145.30 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 Dipl.-Ök. Patric Thate as a Company car. An annual amount of EUR 8,640.00 is recognised as remuneration in kind. In addition, Dipl.-Ök. Patric Thate uses a parking space for which an annual amount of EUR 145.30 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 purchase price of EUR 47,791.63. An annual amount of EUR 11,036.36 is recognised as remuneration in kind. In addition, Martin Löcker uses a parking space, for which an annual amount of EUR 145.30 is recognised as remuneration in kind.

Employment pension fund

Contributions are paid into an employee pension plan for members of the Management Board. An annual amount of EUR 18,451.37 is paid in for the Chairman of the Management Board Thomas G. Winkler, LL.M., an annual amount of EUR 14,050.70 is paid in for the member of the Management Board Martin Löcker and an annual amount of EUR 14,014.04 is paid in for the member of the Management Board Patric Thate.

Pension scheme

An annual amount of EUR 10,370.77 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 Insurance

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 2020 amounted to EUR 26,744.19 including insurance tax (EUR 24,000.00 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 event of a claim 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, LL.M., and the Management Board member Martin Löcker each amount to EUR 2,173.50 and for the Management Board member Patric Thate EUR 1,671.90.

4.3 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 officers 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 the net debt and the market capitalisation are reached or exceeded within predefined ranges during the respective observation periods.

No stock options were exercised under the LTIP in the financial year 2020.

4.4 Deviations from the Remuneration Policy

In the last financial year 2020, there were no deviations from the Remuneration Policy or from the procedure described therein for its implementation.

4.5 Clawback of variable remuneration components

No variable remuneration components were reclaimed in the last financial year 2020.

Table 1: Management Board Remuneration

<i>(in EUR)</i>	2020		
	Mag. Thomas G. Winkler, LL.M.	Dipl.Ök. Patric Thate	DI Martin Löcker
<i>Fixed remuneration</i>			
- Fixed annual remuneration	501,432.00	334,289.00	334,289.00
<i>Other remuneration (additional components)</i>			
- Employment pension fund	18,451.37	14,014.04	14,050.70
- Pension scheme contributions	0	0	10,370.77
- Company car	11,520.00	8,640.00	11,036.36
- Parking space	145.30	145.30	145.30
<i>Subtotal</i>	<i>531,548.67</i>	<i>357,088.34</i>	<i>369,892.13</i>
<i>Variable remuneration</i>			
- Annual bonus*	360,000.00	240,000.00	240,000.00
- Special bonus	333,000.00	295,300.00	314,500.00
Total	1,224,548.67	892,388.34	924,392.13
- Payment of previous year bonus	360,000.00	240,000.00	240,000.00
Relative share of fixed remuneration (in %) **	43.41	40.01	40.01
Relative share of variable remuneration (in %) **	56.59	59.99	59.99

* The bonus for the financial year 2020 will only be paid out in the course of 2021.

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

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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 respective Annual General 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:

Table 2: Management Board remuneration in comparison

Annual change	2019	2020	2020 in comparison to 2019
Total remuneration Management Board members			
Mag. Thomas G. Winkler, LL.M.	925,516.31	1,224,548.67	24.42%
Dipl.-Ök. Patric Thate	604,336.45	892,388.34	32.28%
DI Martin Löcker	617,429.94	924,392.13	33.21%
Average employee remuneration (on a full-time basis)			
Employees of UBM Development AG	93,000	94,120	1.20%

(in EUR, except for last column)

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

5.1 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 3 (Supervisory 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

- Ing. Karl-Heinz Strauss, MBA, FRICS
- DI Iris Ortner
- DI Klaus Ortner
- Mag. Paul Unterluggauer
- Dr. Ludwig Steinbauer
- Hon.-Prof. Dr. Bernhard Vanas
- Dkff. Birgit Wagner
- Dr. Susanne Weiss
- Martin Kudlicska
- Günter Schnötzing
- Hannes Muster
- Anke Duchow

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

5.2 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 3 (Supervisory Board Remuneration).

5.3 *Additional components of the remuneration*

The members of the Supervisory Board do not receive any additional benefits.

5.4 *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.

5.5 *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 2020. An overview of the attendance fees granted can be found in the table below.

5.6 *Long-term variable remuneration agreements (Longterm Incentive Programme)*

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

5.7 *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 2020.

5.8 *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.

5.9 *Deviations from the Remuneration Policy*

In the last financial year 2020, there were no deviations from the Remuneration Policy or from the procedure described therein for its implementation.

5.10 *Clawback of variable remuneration components*

No variable remuneration components were reclaimed in the last financial year 2020.

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Table 3: Supervisory Board Remuneration

(in EUR)	Fixed remuneration	Attendance fees	Total
Ing. Karl-Heinz Strauss, MBA, FRICS	50,000.00	10,000.00	60,000.00
DI Iris Ortner	40,000.00	10,000.00	50,000.00
DI Klaus Ortner	30,000.00	10,000.00	40,000.00
Mag. Paul Unterluggauer	30,000.00	10,000.00	40,000.00
Dr. Ludwig Steinbauer	30,000.00	10,000.00	40,000.00
Hon.-Prof. Dr. Bernhard Vanas	30,000.00	10,000.00	40,000.00
Dkff. Birgit Wagner	30,000.00	10,000.00	40,000.00
Dr. Susanne Weiss	30,000.00	8,000.00	38,000.00
Martin Kudlicska	Employee representative	-	-
Günter Schnötzing	Employee representative	-	-
Hannes Muster	Employee representative	-	-
Anke Duchow	Employee representative	-	-