



**Remuneration Report  
of UBM Development AG  
for the 2024 Financial Year**

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# Introduction

The present Compensation Report has been prepared by the Management Board and the Supervisory Board of UBM Development AG („UBM“ or „Company“) in accordance with Section 78c of the Austrian Stock Corporation Act (AktG). Its purpose is to provide a comprehensive overview of the remuneration granted or owed to the members of the Management Board and the Supervisory Board of UBM during the 2024 financial year, based on the applicable remuneration policy pursuant to Sections 78a and 98a AktG, including all benefits of any kind.

In preparing this Compensation Report, the requirements set out in Sections 78c and 98a AktG were implemented. The guidelines of the Austrian Financial Reporting and Auditing Committee („AFRAC („AFRAC-Statement“)“) were used as a point of reference. The principles of completeness, reliability, clarity and transparency, as well as comparability, were duly observed.

The Compensation Report was prepared by the Company's Compensation Committee and approved by the Supervisory Board at its meeting held on 07 April 2025.

Pursuant to Section 78d AktG, the Compensation Report is to be submitted to the Company's Annual General Meeting for a vote. This vote is of a recommendatory nature. The subsequent Compensation Report must explain how the result of the vote was taken into account..

# Development and significant events in the financial year 2024

## Financial performance indicators

UBM is currently in the midst of another major transformation in its more than 150 year history. The Management Board team identified the growing demand for ESG-compliant real estate in Europe – from tenants as well as investors – at an early stage. This led to the definition of a goal to position the company as a leading developer of timber construction projects in Europe. The ongoing transformation process was a focal point of activities during the past financial year. The timber-hybrid pipeline with more than 300,000 m<sup>2</sup> includes pioneering projects like the LeopoldQuartier in Vienna and the Timber Factory in Munich. Supported by the guiding principle “liquidity before profitability”, UBM successfully held liquidity at a solid level during the past financial year. The company, as a result, is stable and well positioned for future challenges.

## Business development and earnings

Total Output rose by €140.7m to €424.9m in 2024 (2023: €284.2m). Substantial contributions were made by the sale of the W3 Wien Mitte standing asset and the sale of an interest in the LeopoldQuartier section A in Vienna, the Hotel Andaz in Prague and parts of the Poleczki Business Park in Warsaw. A detailed description of the total results is provided under “Business performance”. Revenue as reported on the consolidated income statement increased to €106.2m (2023: €85.3m) and was influenced, above all, by the progress of construction on previously sold real estate projects which are recorded over time based on the progress of construction and realisation. Substantial contributions were made by various residential projects in Germany and the Czech Republic as well as forward sales in Austria. The profit from companies accounted for at equity amounted to €-13.1m in 2024 (2023: €-14.1m). Significant contributions to the result stemmed in particular from revaluations of real estate projects and the sale of residential development projects, including Village im Dritten. In addition, the handover of the Gmunder Straße project contributed to the result.

Income from fair value adjustments on investment properties amounted to €16.1m in 2024, compared to T€ 318 in 2023, and was largely attributable to a large-scale project in Vienna and reflect the receipt of the zoning permit from the municipal authority. The expenses from fair value adjustments totalled €23.2m in 2024 and were recognised, in particular, to larger office projects in Austria, Germany and Poland as well as a hotel. In 2023, the expenses from fair value adjustments totalled €40.8m.

Personnel expenses were lower year-on-year at €22.7m in 2024 (2023: €30.9m). This reduction followed the decision not to fill vacant positions and was also based on the release of bonus provisions. The number of employees in the companies included in the consolidated financial statements totalled 231 at the end of December 2024 (31 December 2023: 268).

EBT amounted to €-23.2m in 2024 and represents an improvement of €16.2 over the previous year (2023: €-39.4m). Tax expense totalled €6.4m, compared with €6.7m in 2023, and the tax rate equalled 27.6% (2022: 17.0%).

The net loss (after-tax result for the period) totalled €29.6m, compared with a net loss of €46.0 in 2023. The net loss attributable to the shareholders of the parent company in 2024 equalled €35.6m (2023: net loss of €52.5m). 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 €5.9m in 2023 to €5.5m in 2024, and the resulting loss per share declined from €7.03 to a loss per share of €4.77 in 2024.

### Asset and financial position

Total assets recorded by the UBM Group amounted to €1,182.4m as of 31 December 2024 and were €71.4m below the level on 31 December 2023 (€1,253.8m). This decline resulted primarily from the sale of an interest in the Poleczki Business Park and a related reduction in the project-related debt.

Non-current assets declined by € 117.7m year-on-year to €627.6m. Property, plant and equipment totalled €9.6m as of 31 December 2024 and were slightly lower than on 31 December 2023 (€11.1m). This position consists primarily of capitalised rights of use from lease liabilities.

The carrying amount of investment property fell by €113.0m to €294.9m as of 31 December 2024. The investments in equity-accounted companies declined by €37.8m year-on-year to €112.4m. Project financing rose by €51.5m to €195.1m.

Current assets totalled €554.8m at year-end 2024 and were €46.3m higher than at year-end 2023. Cash and cash equivalents increased following the sale of non-core assets during the year, as announced, and equalled €199.5m as of 31 December 2024.

Equity totalled €347.5m as of 31 December 2024 (31 December 2023: €379.7m), whereby the decline is primarily attributable to the negative earnings. The equity ratio equalled 29.1% at the end of the reporting year and was slightly outside the target range of 30-35% (31 December 2023: 30.3%).

Liabilities from bonds and promissory note loans (current and non-current) amounted to €387.8m at the end of December 2024 and were €11.7m higher than the previous year (31 December 2023: €376.1m). Trade payables declined slightly from €25.7m at year-end 2023 to €25.2m at the end of the reporting year. This amount consists primarily of outstanding payments for subcontractor services.

Net debt totalled €545.9m at the end of the 2024 financial year (31 December 2023: €610.2m). This indicator includes current and non-current bonds and financial liabilities, excluding lease liabilities, less cash and cash equivalents

## Basic principles of the Remuneration Policy

UBM operates in the real estate development sector, which is characterized, among other things, by its cyclical nature and project-driven structure. UBM's revenues are generated from a wide range of development projects of various types and across different countries. If a project experiences delays or is sold at a later stage, this can result in revenues being recognized at different times. Consequently, UBM's income is not stable in a linear fashion but is instead subject to significant project-related fluctuations.

The Company's compensation policy is specifically designed to reflect these characteristics of its business strategy in the remuneration of both Management Board and Supervisory Board members.

The following presentation of the key principles of the compensation policy provides an overview of the individual compensation components and their link to the Company's strategic goals and long-term development. It is intended to give readers of the Compensation Report a comprehensive understanding of the framework underlying the total remuneration of the Management Board and Supervisory Board members as presented in this report.

### Management Board remuneration

The compensation policy for the members of the Management Board aims to ensure that total remuneration is appropriate in relation to the Company's situation and consistent with compensation practices at comparable companies. It is designed to provide behavioral incentives for sustainable corporate development and to support both the Company's business strategy and its long-term growth.

At the same time, total compensation must be competitive and in line with market standards both nationally and internationally, in order to attract suitably qualified individuals and retain them within the Company to ensure leadership continuity. The remuneration reflects the overall responsibility of the Management Board, while also taking into account the individual responsibilities of each member based on

their specific area of responsibility, as well as the particular demands of their respective roles.

Due to UBM's business model, it is necessary to grant both fixed and variable components of compensation to the members of the Management Board. Variable, performance-based elements are intended to motivate the members to sustainably and prudently optimize the earnings of the UBM Group. Without a fixed (base) remuneration, the attractiveness of Management Board positions would be significantly diminished, and an important basis for national and international comparability would be lacking.

The members of the Management Board receive the fixed (non-performance-related) and variable (performance-related) compensation components listed starting on page 8. Since it is not possible to determine in advance whether or to what extent variable remuneration will be paid to each Management Board member, no absolute ratio between the respective components can be provided.

Management Board members are also entitled to additional benefits, including in particular: participation in directors and officers (D&O) liability insurance, contributions to an employee pension fund, accident and legal expenses insurance, and the provision of a company car.

### Supervisory Board remuneration

The compensation policy aims to ensure that members of the Supervisory Board receive remuneration that is appropriate in relation to their duties and responsibilities, as well as to the Company's financial position. In doing so, the policy also takes into account the size of the Company, its international focus, UBM's business model, and the specific responsibilities and qualifications of the Supervisory Board members.

The compensation policy is designed to attract suitably qualified individuals to serve on the Supervisory Board of an internationally active, publicly listed company. Accordingly, total remuneration must be competitive and in line with market

standards, and commensurate with remuneration levels at comparable companies. Furthermore, the policy is intended to support a professionally and personally balanced composition of the Supervisory Board. It ensures that responsibilities and duties associated with the mandate are appropriately rewarded, thereby promoting the implementation of the Company's business strategy and the long-term positive development of the Company.

Each member of the Supervisory Board receives an annual fixed remuneration. The total amount to be paid to all members of the Supervisory Board is proposed jointly by the Supervisory Board and the Management Board to the Annual General Meeting. The allocation of this amount among individual Supervisory Board members is the responsibility of the Chair of the Supervisory Board.

The amount of the fixed remuneration is to be differentiated based on function and scope of duties and responsibilities (Chair, Deputy Chair).

Members of the Supervisory Board do not receive any variable remuneration. However, they are entitled to an attendance-based meeting fee for each meeting of the Supervisory Board. The amount of this meeting fee is also to be differentiated based on function and scope of responsibilities (Chair, Deputy Chair). The meeting fee amounts to EUR 2,000.00 per day for each Supervisory Board member attending one or more Supervisory Board meetings.

No additional remuneration is granted for participation in committee meetings of the Supervisory Board or for the attendance of the Chair and Deputy Chair at the Company's Annual General Meeting.en.

# Remuneration Report for the members of the Management Board

## Darstellung der Gesamtvergütung der Vorstandsmitglieder

In order to provide UBM's shareholders with a clear and comprehensible overview of the total remuneration of the Management Board members in accordance with the requirements of Section 79c of the Austrian Stock Corporation Act (AgtG), the total remuneration is presented in the **table Management Board Compensation**, which is based on the presentation format recommended by the AFRAC statement.

The Management Board (together the "Management Board members" or the "Management Board") included the following persons during the 2024 financial year, which covered the period from 1 January 2024 to 31 December 2024:

- Mag. Thomas G. Winkler, LL.M CEO und Vorsitzender des Vorstandes,
- Dipl.Ök. Patric Thate, CFO,
- Martina Maly Gärtner, MRICS, COO,
- DI Peter Schaller, CTO
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## Fixe und variable Bestandteile der Vorstandsvergütung

### (a) Fixed Management Board remuneration

Each member of the Management Board receives an annual fixed remuneration. The Supervisory Board is entitled to determine the specific amount at its discretion in the respective Management Board service agreement. In doing so, particular consideration is to be given to seniority, experience, and the length of both the individual's tenure with the Company and their membership on the Management Board.

In the 2024 financial year, the Chairman of the Management Board, Mag. Thomas G. Winkler, LL.M., received fixed annual remuneration in the amount of EUR 640,000.00. The Management Board members Dipl.-Ök. Patric Thate, Martina

Maly-Gärtner, MRICS, and DI Peter Schaller each received fixed annual remuneration of EUR 425,000.00.

### (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 parameters defined in advance by the Supervisory Board. The Supervisory Board may establish financial or non-financial criteria, or a combination of both.

According to the parameters defined by the Supervisory Board, the maximum amount of the variable performance bonus for the Chairman of the Management Board is 2.5% of EBT, capped at EUR 425,000.00 gross per year. If the result meets or exceeds the threshold defined by the Compensation Committee, the Chairman is entitled to the full maximum bonus amount. If the result falls below the defined threshold, a proportionate amount is granted. The Management Board members Dipl.-Ök. Patric Thate, Martina Maly-Gärtner, MRICS, and DI Peter Schaller are also eligible for a variable performance bonus based on the same scheme, with a maximum of EUR 285,000.00 gross per year each.

Non-financial criteria for the variable remuneration of the Management Board include the implementation of the "green, smart, and more." strategy throughout the UBM Group, the realization of further ESG-compliant projects, and the expansion of environmental certifications (BREEAM, BREEAM In-Use, LEED, or DGNB/ÖGNI) to all newly acquired, newly developed, or refurbished office or residential buildings.

There are no clawback mechanisms beyond those required by law for reclaiming paid variable remuneration components.

For the 2024 financial year, a negative EBT was reported. Therefore, the requirements for the payment of variable remuneration were not met.

No bonus payments for the 2023 financial year were made to Management Board members in 2024, as the requirements for variable remuneration were likewise not met.



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

Since no variable remuneration was paid to the members of the Management Board in either the 2023 or 2024 financial year due to the non-fulfillment of the relevant conditions, further explanations regarding this matter are not required for the period under review.

### **(d) Additional components of Management Board remuneration**

Each member of the Management Board is entitled to receive additional benefits, as outlined below

#### **Company car**

The Chairman of the Management Board, Mag. Thomas G. Winkler, LL.M., is provided with a company car – an Audi A6 Avant 45 TDI quattro Design, model year 2020, with a net acquisition cost of EUR 56,441.86. For the year 2024, a taxable benefit in kind (non-cash benefit) of EUR 11,520.00 has been recognized. In addition, the Chairman uses a parking space, for which a taxable benefit of EUR 174.36 per year is recognized.

The Management Board member Dipl.-Ök. Patric Thate is provided with a company car – a BMW 545e xDrive Sedan (31CH), model year 2021, with a net acquisition cost of EUR 54,183.72. For the year 2024, a taxable benefit in kind of EUR 8,640.00 has been recognized. In addition, Dipl.-Ök. Patric Thate uses a parking space, for which a taxable benefit of EUR 174.36 per year is recognized.

The Management Board member Martina Maly-Gärtner, MRICS, is provided with a company car – an Audi Q5 Sportback Hybrid, model year 2023, with a net acquisition cost of EUR 59,669.30. For the year 2024, a taxable benefit in kind of EUR 8,640.00 has been recognized. In addition, Martina Maly-Gärtner, MRICS, uses a parking space, for which a taxable benefit of EUR 174.36 per year is recognized. The Management Board member DI Peter Schaller is provided with a company car – a VW Touareg Elegance e-Hybrid TSI 4Motion, model year 2024, with a net acquisition cost of

EUR 73,224.00, of which EUR 6,224.00 was personally contributed by DI Peter Schaller. For the year 2024, a taxable benefit in kind of EUR 9,778.07 has been recognized. In addition, DI Peter Schaller uses a parking space, for which a taxable benefit of EUR 174.36 per year is recognized.

#### **Employee pension fund**

Contributions are made to an employee pension fund (Mitarbeitervorsorgekasse) on behalf of the members of the Management Board. In 2024, a contribution of EUR 9,971.11 was made for the Chairman of the Management Board, Mag. Thomas G. Winkler, LL.M.; EUR 6,637.57 for the Management Board member Dipl.-Ök. Patric Thate; EUR 6,637.34 for the Management Board member Martina Maly-Gärtner, MRICS; and EUR 6,655.29 for the Management Board member DI Peter Schaller.

#### **Pension scheme**

For the Management Board members Mag. Thomas G. Winkler, LL.M., Dipl.-Ök. Patric Thate, Martina Maly-Gärtner, MRICS, and DI Peter Schaller, a contribution of EUR 10,370.76 was made to a pension fund for each individual.

### **D&O Insurance**

A D&O (Directors and Officers) liability insurance policy is in place for a group of individuals at UBM, including the members of the Management Board. The insured sum amounts to EUR 15,000,000. In the 2024 financial year, the premium paid by UBM for this insurance totaled EUR 23,992.51 including insurance tax (EUR 22,500.00 plus insurance tax). The policy covers a broader group of individuals, and it is not possible to allocate portions of the insurance premium to specific members of the Management Board.

### **Criminal defence insurance**

A criminal legal protection insurance policy is in place for a group of individuals at UBM, including the members of the Management Board. The insured sum amounts to EUR 1,000,000. In 2024, the premium paid by UBM for this insurance totaled EUR 9,894.08 including insurance tax (EUR 9,041.63 plus insurance tax). The policy covers a broader group of individuals, and it is not possible to allocate portions of the insurance premium to specific members of the Management Board.

### **Accident insurance**

A group accident insurance policy is in place for a group of individuals at UBM, including the members of the Management Board. The insured sums under this policy depend on the individual claims history and, in part, on the respective gross annual salary. Therefore, they cannot be stated in a standardized manner. The annual premium paid by UBM for the group accident insurance amounts to EUR 3,800.00.

### **Civil liability legal expenses insurance**

A civil legal protection insurance policy without deductible was concluded for each member of the Management Board, with an individual insured sum of EUR 500,000.00. The annual premiums paid by the Company in 2024 amounted to EUR 4,334.27 for Mag. Thomas G. Winkler, LL.M.; EUR 3,957.93 for Dipl.-Ök. Patric Thate; EUR 4,097.25 for Martina Maly-Gärtner, MRICS; and EUR 4,290.39 for DI Peter Schaller.

### **Informationen on share based remuneration**

In 2024, UBM introduced a Stock Option Program ("SOP") under which members of the Management Board as well as selected other senior executives of the Company and its direct and indirect subsidiaries may participate in the long-term development of UBM. The SOP is intended to foster the retention of Management Board members and other executives within the UBM Group, strengthen their motivation and identification with the objectives of the UBM Group, and enhance the Group's attractiveness as an employer.

Under the SOP, stock options were granted that become exercisable provided that the net debt and market capitalization reach or exceed predefined thresholds during the respective performance periods. No options were exercised under the SOP in the 2024 financial year.

## Vorstandsvergütung

	2024			
in EUR	Mag. Thomas G. Winkler, LL.M.	Dipl.Ök. Patric Thate	Martina Maly-Gärtner, MRICS	DI Peter Schaller
Fixe Vergütung				
Fixe Jahresvergütung	640.000,00	425.000,00	425.000,00	425.000,00
Sonstige Vergütungen				
Mitarbeitervorsorgekasse	9.971,11	6.637,57	6.637,34	6.655,29
Pensionskassenbeiträge	10.370,76	10.370,76	10.370,76	10.370,76
Dienstwagen	11.520,00	8.640,00	8.640,00	9.778,07
Parkplatz	174,36	174,36	174,36	174,36
<b>Zwischensumme</b>	<b>672.063,23</b>	<b>450.822,69</b>	<b>450.822,46</b>	<b>451.978,48</b>
Variable Vergütung				
Jahresbonus	0,00	0,00	0,00	0,00
<b>Summe</b>	<b>672.063,23</b>	<b>450.822,69</b>	<b>450.822,46</b>	<b>451.978,48</b>
Auszahlung Vorjahresbonus (2023)	0,00	0,00	0,00	0,00
Relativer Anteil der fixen Vergütung (in %)*	100	100	100	100
Relativer Anteil der variablen Vergütung (in %)*	0	0	0	0

\* Fixe Vergütung (samt sonstigen Vergütungen) im Verhältnis zu variablen Vergütungen.

## Deviations from the Remuneration Policy

In the 2024 financial year, there were no deviations from the compensation policy or from the procedures described therein for its implementation.

## Clawback of variable remuneration components

No variable compensation components were reclaimed in the 2024 financial year.

The following table presents the average remuneration of the Management Board members for the period starting from the respective resolution on the compensation policy adopted at the Annual General Meeting onwards.

The table shows the average remuneration of the Management Board members on a time-equivalent basis since 2020, including the year-on-year percentage change, as well as the average remuneration of other employees of UBM on a full-time equivalent basis.

#### Management Board Remuneration

Annual Change in EUR	2021	2022	Percentual change (%) 2021 to 2022	2023	Percentual change (%) 2022 to 2023
<b>Total Remuneration of Management Board Membersr</b>					
Mag. Thomas G. Winkler, LL.M.	940.969,30	925.643,08	-1,63	677.544,06	-26,80
Dipl.-Ök. Patric Thate	669.509,81	618.130,22	-7,67	454.494,45	-26,47
Martina Maly-Gärtner, MRICS	205.051,35	618.605,59	201,68*	454.494,45	-26,53
DI Peter Schaller (ab 01.11.2023)	-	-	-	75.096,19	-
<b>Average employee remuneration (on a full-time equivalent basis))</b>					
Employees of UBM Development AG	101.909	102.858	0,93	99.030	-3,72

\* The increase results from the presentation of an annual salary for 2021 based on the period from September to December 2021.

Annual Change in EUR	2024	Percentual change (%) 2023 to 20224
<b>Total Remuneration of Management Board Membersr</b>		
Mag. Thomas G. Winkler, LL.M.	672.036,23	-0,81 %
Dipl.-Ök. Patric Thate	450.822,69	-0,81 %
Martina Maly-Gärtner, MRICS	450.822,46	-0,81 %
DI Peter Schaller	451.978,48	+501,80%*
<b>Average employee remuneration (on a full-time equivalent basis))</b>		
Employees of UBM Development AG	110.592,01	+11,67% %

\* This increase results from the fact that the annual salary of DI Peter Schaller for the year 2023 is presented based on the months of November and December.

# Remuneration Report for the members of the Supervisory Board

## Information on the total remuneration

In order to provide UBM's shareholders with a clear and comprehensible overview of the total remuneration of the Supervisory Board members in accordance with the requirements of Section 98a in conjunction with Section 78c of the Austrian Stock Corporation Act (AktG), the total remuneration of the Supervisory Board members is presented in the **Supervisory Board Remuneration table**, which is based on the presentation format recommended by 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 2024 financial year, which covered the period from 1 January 2024 to 31 December 2024:

- Ing. Karl-Heinz Strauss, MBA, FRICS, Vorsitzender
- DI Iris Ortner, Stellvertreterin des Vorsitzenden
- DI Klaus Ortner
- Dr. Ludwig Steinbauer
- Mag. Paul Unterluggauer
- Hon.-Prof. Dr. Bernhard Vanas
- Dr. Birgit Wagner
- Dr. Susanne Weiss
- Dipl. Ök. Anke Duchow
- Ing. Martin Mann
- Hannes Muster
- Ing. Günter Schnötzing

## Fixed and variable components of remuneration

Each member of the Supervisory Board receives an annual fixed remuneration. The total amount to be paid to all members of the Supervisory Board is proposed jointly by the Supervisory Board and the Management Board to the Annual General

Meeting. The allocation of this amount among the individual members is the responsibility of the Chair of the Supervisory Board. The amount of fixed remuneration is to be determined with particular consideration given to the function and the scope of duties and responsibilities (Chair, Deputy Chair).

Members of the Supervisory Board do not receive any variable remuneration. However, they are entitled to an attendance-based meeting fee for each day on which they participate in one or more Supervisory Board meetings. This meeting fee amounts to EUR 2,000.00 per day. No additional remuneration is granted for participation in committee meetings of the Supervisory Board or for the attendance of the Chair and the Deputy Chair at the Annual General Meeting of the Company.

If employee representatives delegated pursuant to Section 110 of the Austrian Labour Constitution Act (ArbVG) serve on the Supervisory Board, they do so on an honorary basis and therefore do not receive any fixed remuneration or meeting fees.

Details of the meeting fees granted are presented in the **Supervisory Board table**.

## Additional remuneration components

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

## Ratio of the respective components of remuneration

As the members of the Supervisory Board receive only fixed remuneration and attendance-based meeting fees, it is not necessary to disclose the relative proportions of different remuneration components.

## Variable remuneration components

In the 2024 financial year, no performance-based variable remuneration components were paid to members of the Supervisory Board, in accordance with the compensation policy. An overview of the meeting fees granted can be found in the table below.

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

There is no long-term variable remuneration arrangement in place 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 2024 financial year was in accordance with the compensation policy.

## Information on share-based remuneration

No stock option program has been or is in place for members of the Supervisory Board, and no shares or stock options have been offered or granted to them.

## Deviations from the Remuneration Policy

In the 2024 financial year, there were no deviations from the compensation policy or from the procedures described therein for its implementation.

## Clawback of variable remuneration components

No variable remuneration components were reclaimed in the 2024 financial year.

## Supervisory Board Remuneration

in EUR	Fixvergütung	Sitzungsgelder	Summe
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	8.000,00	38.000,00
Dr. Ludwig Steinbauer	30.000,00	10.000,00	40.000,00
Mag. Paul Unterluggauer	30.000,00	10.000,00	40.000,00
Hon.-Prof. Dr. Bernhard Vanas	30.000,00	10.000,00	40.000,00
Dr. Birgit Wagner	30.000,00	10.000,00	40.000,00
Dr. Susanne Weiss	30.000,00	8.000,00	38.000,00
Dipl. Ök. Anke Duchow	Employee Representative	-	-
Ing. Martin Mann	Employee Representative	-	-
Hannes Muster	Employee Representative	-	-
Ing. Günter Schnötzing	Employee Representative	-	-