

Remuneration Report 2022

for

**the Executive Board and the
Supervisory Board of IMMOFINANZ AG**

I. Executive Board remuneration in the 2022 financial year

IMMOFINANZ delivered very good operating performance in 2022 in spite of the challenging environment. Sustainable Funds from Operations 1 (FFO 1) from the standing investment business rose by 21.7% to EUR 146.1 million. Rental income increased by 5.4% to EUR 300.2 million and the results of asset management by 7.2% to EUR 226.1 million. In total, IMMOFINANZ generated net profit of EUR 142.0 million, or earnings per share of EUR 1.04, in the 2022 financial year

The results of operations equaled EUR 154.3 million and thus 26.5% lower than in the previous financial year. This was due in particular to higher other operating expenses, which increased driven by non-recurring effects – chiefly consisting of consulting costs connected with the takeover offers, expenses related to the resignation of Dietmar Reindl and Stefan Schönauer, and the cost of digitalisation measures.

Sustainable FFO 1 from the standing investment business improved substantially by 21.7% to EUR 146.1 million, above all due to an increase in rental income and a decline in financing costs. That represents FFO 1 per share of EUR 1.07.

The EPRA Net Tangible Assets (NTA) per share rose by 5.3% from EUR 29.19 at the end of December 2021 to EUR 30.74 as of December 31, 2022. This increase is primarily attributable to the positive net profit generated during the reporting year.

The IMMOFINANZ share started the 2022 financial year at EUR 22.54 and remained near the offer price of EUR 23.00 up to the expiration of the mandatory takeover offer by the CPI Property Group (CPIPG) on May 30. However, negative catch-up effects, greater uncertainty and a significant reduction in free float led to a decline of 48.4% in the share price to EUR 11.62 (December 31, 2022). This performance generally reflected the EPRA Nareit Developed Europe branch index (ex UK).

Following the completion of the mandatory offer by CPIPG, Dietmar Reindl and Stefan Schönauer resigned from the Executive Board as of June 8, 2022 by mutual agreement with the Supervisory Board.

Radka Doehring was appointed as a member of the Executive Board in April 2022 with effect from May 1, 2022 and has taken over the agendas of Dietmar Reindl and Stefan Schönauer in June.

Based on the new shareholder structure, the Supervisory Board of IMMOFINANZ has made adjustments to the remuneration policy of the Executive Board. The adjustments are intended to allow for a more flexible adaption of remuneration in order to be able to react to various company-specific situations. The variable remuneration is closely linked to corporate management and focused on the long-term and sustainable development of IMMOFINANZ. The updated remuneration policy for the Executive Board of IMMOFINANZ was approved by the Annual General Meeting on July 12, 2022, with 95.68% of votes of the share capital present. The remuneration policy is available on the IMMOFINANZ website at [IMMOFINANZ | Corporate Governance | Remuneration Policy and Remuneration Report](#).

The main features of the remuneration policy can be summarized as follows:

Fixed remuneration (around 64% of target remuneration)		Application in the 2022 financial year
Base salary	Aligned to the scope of activities and responsibilities of the respective Executive Board member Payment in fourteen equal installments	✓
Additional benefits	<ul style="list-style-type: none"> - Defined-contribution pension fund (APK Pensionskasse AG) - Accident insurance - D&O insurance - Legal protection insurance - Additional fringe benefits (e.g. company car) 	✓
One year variable remuneration – short-term incentive (STI) (around 18 – 36% of target remuneration)		
Cap	Maximum payment amount capped at 130% of the contractually defined target amount	
Target achievement corridor	Possible achievement of the performance targets ranges from 0% (minimum value) and 130% (maximum value)	
Performance targets	<ol style="list-style-type: none"> 1. <u>Financial targets (equally weighted)</u> <ul style="list-style-type: none"> - Results of asset management (40 – 50%) - Funds from operations 1 (before tax and excl. S IMMO dividend) (40 – 50%) 2. <u>Individual and stakeholder targets (0 – 20%)</u> <ul style="list-style-type: none"> - Individual performance - ESG targets 	✓
Payment date	The final settlement is made with the next possible salary payment after approval of the annual financial statements for the financial year	
Multi-year variable remuneration – long-term incentive (LTI) (around 0 - 18% of target remuneration)		
Plan type	Performance cash plan (annual grant at the discretion of the Personnel and Nominating Committee)	
Performance period	Four years	
Cap	Maximum payment amount capped at 250% of the contractually defined target amount	
Target achievement corridor	Possible achievement of the performance targets ranges from 0% (minimum value) to 250% (maximum value)	✓
Performance targets	<ol style="list-style-type: none"> 1. Relative total shareholder return (50%) 2. Difference between the discount of share price to EPRA net asset value (NAV) or Net Tangible Assets (NTA) per share compared to the comparison group in percentage points (50%) 	
Payment date	In the first financial year following the end of the relevant performance period with the next possible salary payment after approval the annual financial statements	

Special bonus (maximum 250% of target remuneration)

Occasion-related decision of the Supervisory Board	Extraordinary performance, e.g., in connection with M&A transactions and implementation of major projects with significant volumes of strategic importance	✓
Miscellaneous		
Share ownership guidelines	Investment in IMMOFINANZ AG shares amounting to 30% of gross base salary	✓
Malus and clawback regulations	Option to withhold and reclaim variable remuneration contractually implemented	✗

This remuneration report reflects the application of the Executive Board’s remuneration policy for the 2022 financial year and will be submitted to the 2023 Annual General Meeting for approval.

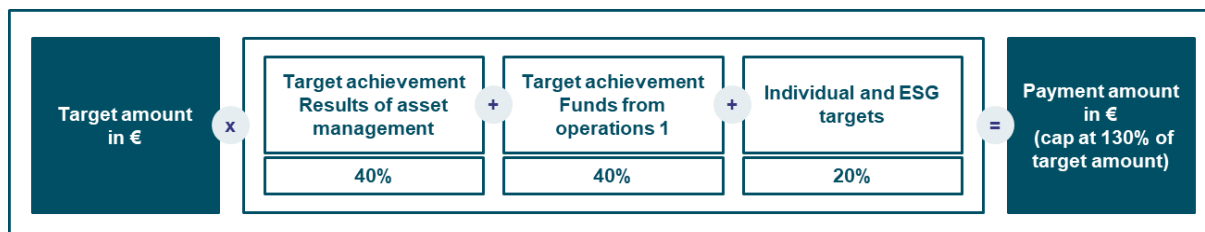
The following shows how the individual remuneration components were applied in the 2022 financial year.

Details on the one-year variable remuneration (STI) awarded in the 2022 financial year

The one-year variable remuneration (short-term incentive, STI) particularly incentivizes the sustainable growth strategy of IMMOFINANZ as well as increased profitability as measured by two central financial targets. In addition, individual and ESG targets can also be taken into account in order to include, among others, environmental, social and governance (ESG) targets in remuneration.

The target achievement is determined at the end of the respective financial year on the basis of criteria and target achievement curves defined in advance by the Personnel and Nominating Committee. The STI payment amount is capped at 130% of the target amount (cap).

The functionality of the STI



Determination of the payment amount

The payment amount of the STI is calculated by multiplying the annual target amount by the respective weighted target achievement of the performance targets. Besides individual and ESG targets, the STI 2022 is based on two key financial performance indicators of IMMOFINANZ, which are of high strategic relevance as core management indicators:

- Results of asset management and
- Funds from operations 1 (FFO 1).

Both financial performance targets are included with a weighting of 40% each in the calculation of the STI payment amount.

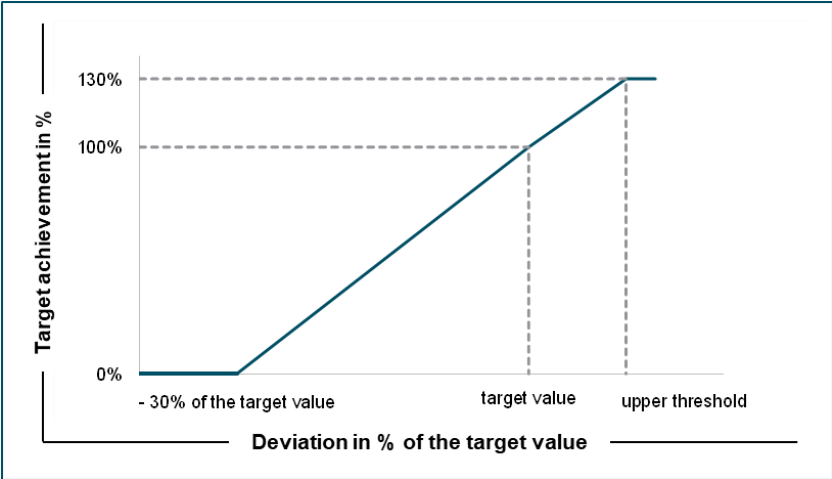
Results of asset management include rental income, other revenues, operating expenses and income as well as expenses directly attributable to property assets. This indicator measures the earning power of the existing investment business of IMMOFINANZ and is essential for the long-term and sustainable development of the company's business activities. The focus on this performance target for the STI therefore promotes long-term growth in line with the company's business strategy by focusing on a performance indicator for the core business of IMMOFINANZ. This performance target also supports the focus of the IMMOFINANZ strategy on value-added growth through sustainable portfolio management, project development and acquisitions. The objective of strengthening the portfolio of assets is also incentivized.

Funds from Operations 1 (before tax) (FFO 1) is an important profitability indicator in the real estate industry. The indicator FFO 1 is also an important measure for shareholders of the liquid funds generated from the existing investment business, which are available for distributions to shareholders. Stable cash flow and an increase in the ability to distribute dividends are long-term goals pursued by IMMOFINANZ. FFO 1 as a performance target for the STI is therefore aimed at promoting this long-term growth. The objective of strengthening sustainable cash flow is likewise being pursued. Together with an increase in the results of asset management, the FFO 1 performance target helps to improve the credit rating level of IMMOFINANZ and to increase earnings power.

The possible target achievement of the two financial results is between 0% and 130% in each case. To measure target achievement, the actual value according to the relevant approved consolidated financial statements of IMMOFINANZ is compared with the agreed target value for the respective financial year.

The following target achievement curve is used as a basis for determining the target achievement of the financial performance targets:

Target achievement curve of financial performance targets in the STI:



The agreed target values as well as the actual results and the resulting target achievements can be found in the following table:

Performance target	Target value	Actual value	Target achievement
Results of asset management	EUR 211.2 million	EUR 226.1 million	121%
Funds from operations 1 (before taxes and and excl. S IMMO dividend)	EUR 106.0 million	EUR 133.5 million	130%

In addition to the two financial performance targets, the STI 2022 also includes an individual component. It takes into account the individual performance of the Executive Board member and major projects of IMMOFINANZ AG as well as ESG targets. The individual component is included in the calculation of the STI payment amount with a weighting of 20%. Target achievement of individual and ESG targets is also capped at 130% of the target value.

The following individual and ESG targets have been set for Radka Doehring for the 2022 financial year:

- Improved data quality including full scope 3 reporting
- Full participation to CDP (Carbon Disclosure Project)
- Development of a green lease strategy

The target achievement for the individual and ESG targets was set at 126% for Radka Doehring.

Overall, this resulted in the following total target achievement for the 2022 financial year:

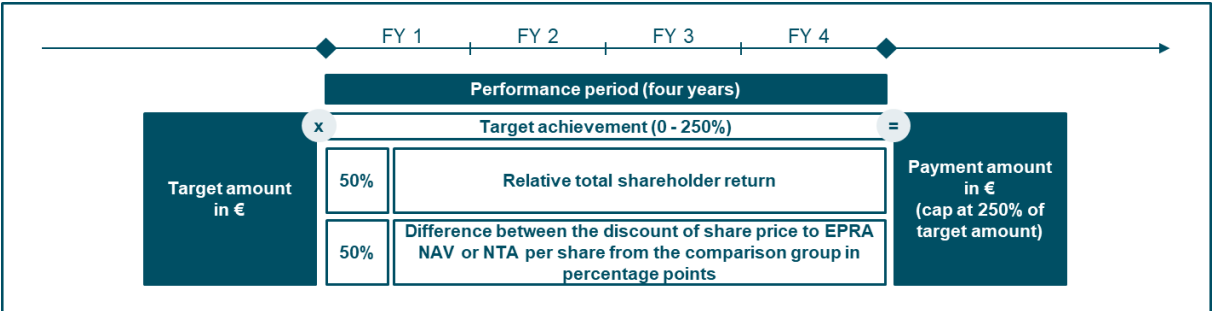
Performance target	Weighting	Radka Doehring Chairwoman of the Executive Board
Results of asset management	40%	121%
Funds from operations 1 (before taxes and and excl. S IMMO dividend)	40%	130%
Individual and ESG targets	20%	126%
Total target achievement		126%

Details on the multi-year variable remuneration (LTI) awarded in the 2022 financial year

For each financial year, the Personnel and Nominating Committee has the option to grant a multi-year variable remuneration in the form of a performance cash plan with a performance period of four years. In the 2022 financial year, a multi-year variable remuneration (long-term incentive, LTI) was granted.

The LTI granted in the 2022 financial year follows the system described in the remuneration policy. According to this, the Executive Board member receives a conditional grant for a remuneration amount (target amount). The final payment amount depends on the achievement of the performance targets defined in the remuneration policy and is limited to 250% of the target amount (cap).

The functionality of the LTI



Determination of the payment amount

The final payment amount is influenced by two performance targets. A target that reflects the relationship between the fair value of IMMOFINANZ equity and market valuation and an external, capital market-oriented target:

- Relative total shareholder return (relative TSR)
- Difference between the discount of share price to EPRA net asset value (NAV) or Net Tangible Assets (NTA) per share to the comparison group in percentage points

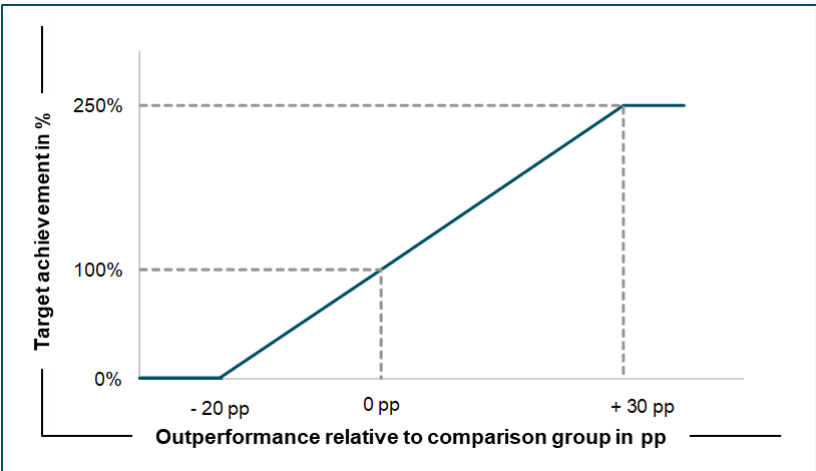
The possible target achievement for both performance targets is between 0% and 250%. Both performance targets are included in the calculation of the final target achievement with a weighting of 50% each. This target achievement is multiplied by the respective target amount and results in the final payment amount of the LTI tranche.

Total shareholder return (TSR) describes the share performance over a period under review, including the dividends per share paid and notionally reinvested during this period. The positive development of the share price reflects the increase in the value of the company. The distributions made to shareholders in the form of dividends demonstrate the success of the dividend policy pursued over the long-term. Accordingly, this performance target promotes long-term business development and strategy implementation.

The relative TSR compares the absolute value described above with the TSR of other companies. Due to its property portfolio, IMMOFINANZ compares itself with the **FTSE EPRA Nareit Developed Europe ex UK Index**.

The outperformance method is used to determine the relative TSR. At the end of the performance period, the difference between the TSR of IMMOFINANZ and the benchmark index is determined in percentage points (pp) and then the target achievement is calculated using the following target achievement curve:

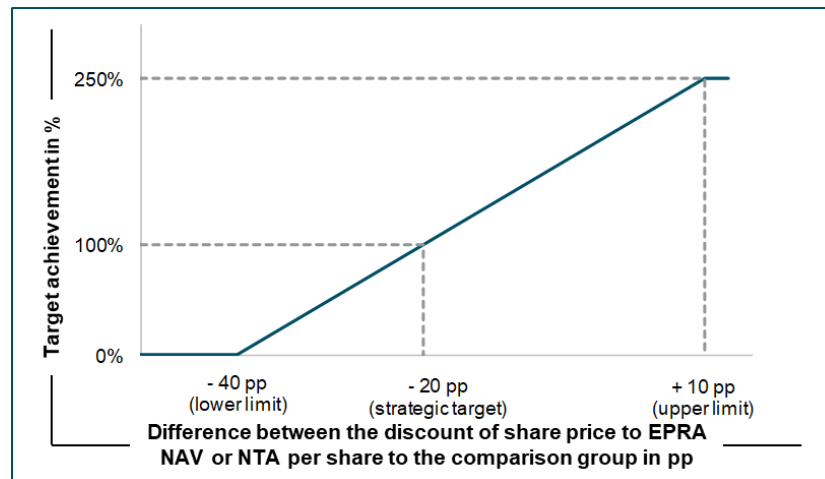
Relative TSR target achievement curve



The **discount of share price to the EPRA NAV or NTA per share** is calculated by comparing the share price at the end of the performance period with the EPRA NAV or NTA per share. The performance indicator discount of share price to the EPRA NAV or NTA per share is designed to align the value of the IMMOFINANZ share as closely as possible with its EPRA NAV or NTA per share and improve its relative position compared to relevant competitors. By using the EPRA NAV component or NTA component, the fair value of equity is presented on a long-term basis and investors are given an overview of the company’s sustainable asset position. The discount of share price to EPRA NAV or NTA per share of IMMOFINANZ is compared with the average discount of share price to the EPRA NAV or NTA per share of the companies in the FTSE EPRA Nareit Developed Europe ex UK Index. To measure target achievement, the difference effectively achieved at the end of the performance period is compared with the strategic target for the respective performance period.

The values determined by the Personnel and Nominating Committee for the 2022 tranche for the lower limit, the strategic target and the upper limit are as follows:

Target achievement curve of the difference between the discount of share price to the EPRA NAV or NTA per share to the comparison group



The final amount of the LTI will be determined after approval of the financial statements for the last year of the performance period and after the Personnel and Nominating Committee has determined the target achievement. The payment amount will be paid out with the next possible salary payment and is limited to 250% of the target amount.

Special bonus

Exceptional performance in a financial year that is not fully reflected in the one-year variable remuneration may, at the discretion of the Supervisory Board, result in the granting of a special bonus. The special bonus is limited to a maximum of 250% of the target remuneration amount.

The Supervisory Board grants Radka Doehring a one-time special bonus of EUR 35,000 for her outstanding performance in the 2022 financial year.

Radka Doehring took over as Chairwoman of the Executive Board following the change of control, and as a result of the restructure to a single Executive Board member, she thereby took over the duties of both former Executive Board members. Radka Doehring was able to strengthen IMMOFINANZ's position, despite a challenging environment, in its core markets. Among other things, the leading market position in retail parks in Europe was further expanded. This resulted in IMMOFINANZ achieving very good operating results in the 2022 financial year. In addition, Radka Doehring has achieved good success in further optimizing the IMMOFINANZ portfolio as well as the cost structure. This makes it possible to successfully continue the value-creating course of IMMOFINANZ even in unchanged difficult times.

Investment in IMMOFINANZ shares (Share ownership guidelines, SOG)

To achieve a share orientation, in addition to variable remuneration, in the interests of our shareholders, the Executive Board member is encouraged to acquire shares in IMMOFINANZ AG to the value of 30% of gross base salary (SOG target) within four years and to hold these shares for the duration of the appointment to the Executive Board.

Shares already held by an Executive Board member are counted towards the SOG target. With the SOG, part of the assets of the Executive Board member are linked to the long-term performance of the company.

As of December 31, 2022, Radka Doehring did not hold any shares in IMMOFINANZ AG.

Remuneration of affiliated companies

The members of the Executive Board do not receive any remuneration from the subsidiaries for management functions in these companies.

Malus and clawback regulations

No use was made of the possibility of withholding or reclaiming variable remuneration in the 2022 financial year.

The amount of Executive Board remuneration for the 2022 financial year

The remuneration policy for the members of the Executive Board was fundamentally revised in the 2022 financial year and is regularly reviewed. The share of fixed remuneration in the total remuneration awarded is around 63%. The share of variable remuneration amounts to around 37% of the total remuneration awarded. The variable remuneration awarded is composed in equal parts of one-year and multi-year variable remuneration.

Concerning the total remuneration due to Radka Doehring, the share of fixed remuneration is 71%, while the portion of the variable remuneration is 29% in the 2022 financial year.

As Radka Doehring has joined the company during the year, the amounts awarded and due in the 2022 financial year take into account pro rata temporis values.

The additional benefits paid in the 2022 financial year include pension fund payments of 10% of the base salary to APK Pensionskasse AG in each case as well as compensation in kind as contributions for accident, D&O and legal expenses insurance. The costs for company cars are also included.

IMMOFINANZ has not granted any loans to the member of the Executive Board.

The amount of Executive Board remuneration for the 2022 financial year is shown in the following overview:

in EUR		Radka Doehring (since May 1, 2022)	
		2022	
		Awarded	Due
Fixed remuneration	Base salary	266,000	
	Compensation in kind	21,501	
	Contributions to pension fund	26,600	
	Contributions to employee benefit fund	3,644	
	One-time sign-on bonus ¹	10,000	
	Total fixed remuneration	327,746	
Fixed remuneration as a % of total remuneration		63 %	71 %
Variable remuneration	One-year variable remuneration	80,000	100,464
	Multi-year variable remuneration	80,000	-
	Special bonus	35,000	
	Total variable remuneration	195,000	135,464
	Variable remuneration as a % of total remuneration	37 %	29 %
Total remuneration		522,746	463,210

¹ Radka Doehring received a one-time sign-on bonus of EUR 10,000 for the 2022 financial year.

For the member of the Executive Board, both the total remuneration based on the fixed and variable remuneration awarded in the financial year and the total remuneration based on the remuneration due in the financial year are presented.

Awarded and due remuneration differ only for the variable remuneration components. The remuneration awarded refers to the remuneration that was contractually promised in the event of 100% target achievement. The remuneration due, however, is the amount of remuneration determined for the financial year after the actual target achievement has been confirmed. The latter is not paid out until the beginning of the following financial year. In contrast to the one-year variable remuneration, in which the remuneration awarded and due refer to the same financial year, the multi-year variable remuneration awarded and due in a financial year will relate to different tranches due to the four-year performance period. Due to Radka Doehring joining the company during the year as of May 1, 2022, there are currently no amounts due from earlier tranches. Once the performance period has expired at the end of 2025, the final amount due from the 2022 tranche will be shown in the remuneration report for 2025.

Remuneration of former Executive Board members in the 2022 financial year

As part of the adjustment of IMMOFINANZ's shareholder structure, Dietmar Reindl and Stefan Schönauer resigned from the Executive Board as of June 8, 2022. Until this date, Dietmar Reindl and Stefan Schönauer received a base salary, benefits in kind, contributions to the employee benefit fund and the agreed advance payments for the one-year and multi-year variable remuneration. Contributions to the pension fund in the amount of EUR 60,000 each were made at the beginning of the financial year.

The service contracts originally ran until April 30, 2026. Accordingly, Dietmar Reindl and Stefan Schönauer each received a severance payment for their early termination in settlement of the remaining term of the contracts. The payments are based on the termination provisions for service contracts concluded before January 1, 2022.

in EUR	Mag. Dietmar Reindl (until June 8, 2022)	Mag. Stefan Schönauer (until June 8, 2022)
Base Salary	257,143	257,143
Compensation in kind	11,694	11,694
Contributions to pension fund	60,000	60,000
Contributions to employee benefit fund	17,265	17,086
Advance payment for the one-year variable remuneration	58,973	60,223
Advance payment for the multi-year variable remuneration	58,973	60,223
Severance payment	3,531,627	3,517,431
Total remuneration up to the resignation date	3,995,675	3,983,801

Dietmar Reindl has received a severance payment of EUR 3,531,626.61. This included a lump sum payment of the STI 2022 and the current LTI tranches 2020, 2021 and 2022, based on the average target achievement in the years 2019 – 2021 of the performance targets described in the remuneration policy.

The total amount also included a change of control payment due to the termination of the Executive Board appointment on the occasion of a change of control to compensate for the remaining term of the Executive Board contract. This corresponds to twice the annual remuneration, in total EUR 2,840,000.

Stefan Schönauer has received a severance payment of EUR 3,517,431.37. This included a lump sum payment of the STI 2022 and the current LTI tranches 2020, 2021 and 2022, based on the average target achievement in the years 2019 – 2021 of the performance targets described in the remuneration policy.

The total amount also included a change of control payment due to the termination of the Executive Board appointment on the occasion of a change of control to compensate for the remaining term of the Executive Board contract. This corresponds to twice the annual remuneration, in total EUR 2,840,000.

Until December 31, 2022, Dietmar Reindl and Stefan Schönauer acted as advisors to the Executive and Supervisory Board. All claims arising from this activity are fully settled with the severance payments.

II. Supervisory Board remuneration in the 2022 financial year

The remuneration policy for the Supervisory Board of IMMOFINANZ was approved by the Annual General Meeting on October 1, 2020, with 98.88% of the votes of the share capital present. The remuneration policy is available on the IMMOFINANZ website at [IMMOFINANZ | Corporate Governance | Remuneration Policy and Remuneration Report](#).

Pursuant to Section 15 (1) of the company's articles of association, the remuneration of the Supervisory Board is resolved by the Annual General Meeting. The remuneration of the Supervisory Board for the current financial year is resolved by the Annual General Meeting in the following year and is paid out thereafter.

Part of the total remuneration is a fixed annual amount that each member of the Supervisory Board receives. This is differentiated according to task and function. The fixed amount for the Chairperson of the Supervisory Board is twice the fixed annual amount for an ordinary member

of the Supervisory Board and the fixed amount for the Vice-Chairperson is one and a half times that amount.

Each member of the Supervisory Board receives an annual fixed amount for their activities on a committee. This is differentiated according to task and function. The fixed amount for the Chairperson of a committee is twice the annual fixed amount for the committee activities of an ordinary member of the committee and the fixed amount for the Vice-Chairperson is one and a half times that amount.

Furthermore, members of the Supervisory Board are entitled to reimbursement of their cash expenses. A directors' and officers' (D&O) insurance policy was concluded for the Executive bodies of IMMOFINANZ. The costs are borne by the company.

The main features of the remuneration for members of the Supervisory Board are as follows:

Remuneration component	Member	Differentiation	
		Chairperson	Vice-Chairperson
Fixed remuneration	EUR 25,125.25	2 times	1.5 times
Committee remuneration	EUR 5,000.00	2 times	1.5 times

Subject to the approval of the Annual General Meeting, the following total remuneration of the Supervisory Board in the amount of EUR 228.926,88 results for the 2022 financial year:

in EUR		Supervisory Board and Committees ¹				Fixed payment		Total remuneration
		SB	AVC	PNC	SC	Fixed remuneration	Committee remuneration	
Miroslava Greštiaková (since March 31, 2022), Chairwoman of Supervisory Board	2022	C	-	-	VC	37,687.88	5,625.00	43,313
	2021	-	-	-	-	-	-	-
Mag. Bettina Breiteneder (until March 31, 2022), Chairwoman of Supervisory Board	2022	C	-	C	VC	12,562.63	4,375.00	16,938
	2021	C	M/-	C	M/VC	50,250.50	19,500.00	69,751
Martin Němeček (since March 31, 2022), Vice-Chairman of Supervisory Board	2022	VC	C	M	M	28,265.91	15,000.00	43,266
	2021	-	-	-	-	-	-	-
Michael Mendel (October 19, 2021 until March 31, 2022), Vice-Chairman of Supervisory Board	2022	VC	M	M	M	9,421.97	3,750.00	13,172
	2021	VC	M	M	M	7,537.58	3,000.00	10,538
Prof. Dr. Sven Bienert (until March 31, 2022), Vice-Chairman of Supervisory Board	2022	VC	M	VC	C	9,421.97	5,625.00	15,047
	2021	VC	VC/M	VC	M	37,687.88	24,500.00	62,188
Gayatri Narayan (since October 19, 2021), Member of Supervisory Board	2022	M	-/M	M/C	-/M	25,125.25	15,000.00	40,125
	2021	M	-	M	-	5,025.05	1,000.00	6,025
Martin Matula (since July 16, 2022), Member of Supervisory Board	2022	-/M	-/VC	-/VC	-/C	11,515.74	11,458.33	22,974
	2021	-	-	-	-	-	-	-
Dorothee Deuring (October 19, 2021 since March 31, 2022), Member of the Supervisory Board	2022	M	C	-	M	6,281.31	3,750.00	10,031
	2021	M	C	-	M	5,025.05	3,000.00	8,025
Stefan Gütter (October 19, 2021 since March 31, 2022), Member of the Supervisory Board	2022	M	VC	-/VC	M/C	13,609.51	10,451.39	24,061
	2021	M	VC	-	M	5,025.05	2,500.00	7,525
Philipp Amadeus Obermair (since 2014) Member of Supervisory Board (Delegate of the works council) ²	2022	M	M	-	M	-	-	-
	2021	M	M	-	M	-	-	-
Werner Ertelthaler (since October 19, 2021), Member of Supervisory Board (Delegate of the works council) ²	2022	M	M	-	M	-	-	-
	2021	M	M	-	M	-	-	-

¹ Abbreviations: SB = Supervisory Board; AVC = Audit and Valuation Committee; PNC = Personnel and Nominating Committee; SC = Strategy and ESG Committee; C = Chairperson; VC = Vice Chairperson; M = Member.

² Delegates of the works council receive no remuneration.

III. Development of the total remuneration due

The following table shows the development of the total remuneration of the members of the Executive Board and the Supervisory Board in comparison with the economic performance of IMMOFINANZ and the average remuneration of the employees.

The development of the Executive Board remuneration due is closely linked to the development of economic performance via the variable remuneration.

The remuneration of the Supervisory Board does not provide any variable remuneration in order to ensure neutral monitoring, thus the remuneration of the Supervisory Board is independent of the development of the economic performance of IMMOFINANZ. The total amount of remuneration of the Supervisory Board has decreased compared to the 2021 financial year due to a reduction in the size of the Supervisory Board. Changes in the remuneration of individual members of the Supervisory Board result from leaving and joining the Board during the year or assuming additional functions.

The average remuneration based on full-time equivalent employment is used for the average remuneration of the employees. The remuneration of IMMOFINANZ employees increased by 15% compared to the previous financial year. This is mainly a consequence of the group-wide restructuring including the outsourcing of several local functions in the CEE countries to CPI Property Group and thereby reducing the average number of employees and concentrating the employees in Austria and Germany.

Annual Change	2022 to 2021		2021 to 2020		2020 to 2019	
Total remuneration due to Executive Board members	in %	in EUR	in %	in EUR	in %	in EUR
Radka Doehring (since May 1, 2022) Chairwoman of the Executive Board	n/a	n/a	n/a	n/a	n/a	n/a
Mag. Dietmar Reindl (until June 8, 2022), Chief Operating Officer	285%	2,957,248	2 %	16,416	-5 %	-55,016
Mag. Stefan Schönauer (until June 8, 2022), Chief Financial Officer	303%	2,994,308	21 %	169,218	-5 %	-43,984
Total remuneration due to Supervisory Board members						
Miroslava Greštiaková (since March 31, 2022), Chairwoman of Supervisory Board	n/a	n/a	n/a	n/a	n/a	n/a
Mag. Bettina Breiteneder (until March 31, 2022), Chairwoman of Supervisory Board	-76%	-52,813	16 %	9,683	119 %	32,616
Martin Němeček (since March 31, 2022), Vice-Chairman of Supervisory Board	n/a	n/a	n/a	n/a	n/a	n/a
Michael Mendel (October 19, 2021 until March 31, 2022), Vice-Chairman of Supervisory Board	25%	2,634	n/a	n/a	n/a	n/a
Prof. Dr. Sven Bienert (until March 31, 2022), Vice-Chairman of Supervisory Board	-76%	-47,141	39 %	17,297	110 %	23,523
Gayatri Narayan (since October 19, 2021), Member of Supervisory Board	566%	34,100	n/a	n/a	n/a	n/a
Martin Matula (since July 16, 2022), Member of Supervisory Board	n/a	n/a	n/a	n/a	n/a	n/a
Dorothee Deuring (October 19, 2021 since March 31, 2022), Member of the Supervisory Board	25%	2,006	n/a	n/a	n/a	n/a
Stefan Gütter (October 19, 2021 since March 31, 2022), Member of the Supervisory Board	220%	16,536	n/a	n/a	n/a	n/a
Philipp Amadeus Obermair (since 2014) Member of Supervisory Board (Delegate of the works council)	-	-	-	-	-	-
Werner Ertelthaler (since October 19, 2021), Member of Supervisory Board (Delegate of the works council)	-	-	-	-	-	-
Economic performance of the company						
Net profit	-59 %	-203,868,000	308 %	511,720,000	-147 %	-518,001,150
Results of asset management	7 %	15,100,000	2 %	4,521,000	0 %	-901,000
Funds from Operations 1 (before taxes and excl. S IMMO dividend)	21 %	23,077,000	-2 %	2,038,000	-7 %	-8,766,000
Average total employee remuneration						
Average remuneration of IMMOFINANZ employees	15%	8,276	-5 %	-3,028	-2 %	-1,221