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REMUNERATION REPORT  
FOR BUSINESS YEAR 2022



## REMUNERATION REPORT FOR CA IMMO

The remuneration report details the remuneration system for the Management Board and the Supervisory Board as well as the level and structure of individual salary components; it also details the extent to which remuneration accords with the remuneration policy and the ways in which performance criteria are applied. Moreover, the report contains details of share ownership by members of the Management and Supervisory Boards.

Insofar as it applies to the remuneration system of CA Immo, this remuneration report was compiled in accordance with the European Commission's guidelines on the standardised presentation of remuneration reports in line with directive 2007/36/EC, amended by directive (EU) 2017/828 in the interests of supporting the long-term commitment of shareholders.

### HIGHLIGHTS OF THE YEAR 2022

In the business year 2022, CA Immo was able to successfully hold its own in a challenging market environment and achieve important strategic milestones.

The weakening of real estate investment markets and declining property values as a result of high inflation and rapidly rising interest rates presented challenges to the industry. In addition, our tenants' requirements for office space are increasing against the backdrop of hybrid working environments and the transition to a sustainable economy. This wave of economic and ecological renewal is triggering fundamental changes.

As a leading prime office player with Germany as an anchor market, we see these changes as an opportunity: We have been serving the demand for high-quality, energy-efficient and innovative offices in prime locations for many years. Thanks to this strategic focus, we were able to achieve good operating results in 2022 and further strengthen our stable balance sheet and defensive financing structure. Our performance record was characterized by successfully completed transactions and important progress in implementing our development pipeline in the past year.

#### **Our mission: New Work. Strategic capital rotation programme to further improve portfolio quality**

In particular, we made further progress in implementing the strategic capital rotation programme, for example with the sale of our Romanian platform and the acquisition of a high-quality office building in Düsseldorf. In total, we successfully placed properties worth more than € 530 m on the market and on average significantly above book value.

Due to the completion of the ONE high-rise project in Frankfurt and the Grasblau office building in Berlin with a total investment volume of around € 516 million and their subsequent transfer to our own portfolio, the investment volume of all projects under implementation was reduced by around 50% compared to 31 December 2021. The rental income from these two completed projects will make an important contribution to the recurring earnings of the company in the coming years. The remaining two office buildings in Berlin currently under construction, with a total rental area of approximately 58,000 sqm, are fully pre-let. As of the end of 2022, approximately 66% of the total portfolio is located in the largest single market, Germany.

Through our active portfolio management, we have been able to continuously improve the quality, location, age structure, and overall resilience and sustainability of our portfolio in recent years.

#### **Our vision: Net Zero. A business model in balance with the environment and society**

We see it as an important part of our strategic mission to contribute proactively and at an early stage to achieving the climate and environmental goals defined by the European Union within our sphere of influence. The gradual increase in energy efficiency and decarbonization of building operations is one of the greatest challenges for the real estate industry in this regard. In 2022, we continued to implement our net-zero agenda, initiating and implementing various measures. The results include a significant reduction in the CO<sub>2</sub> emissions of the building stock, a clearly defined guideline for low-carbon and circular construction, as well as a significant improvement in our ESG ratings.

#### **Our mission: Stakeholder Value**

The success of these activities is reflected in an average annual equity return of around 10% (2017-2022) and a 5-year total shareholder return (average annual growth rate) of around 9%. Given this long-term positive business development, CA Immo has an extremely robust balance sheet with a solid equity ratio of 46.8%, a net LTV of 32.5%, and high cash reserves (cash and cash equivalents: € 823.8 m). The financial target defined for the 2022 financial year (recurring earnings of > € 125 m) was achieved with an FFO I of € 125.3 m. Based on this, we will propose a dividend payment of € 1.00 per share at the Annual General Meeting to be held on 4 May 2023. The payout amount exceeding the base target of 70% of FFO I reflects the profitable sales activity under the strategic capital rotation programme.

### Overview of the results of the 2022 business year

The rising rental income (+6%) reflects recent portfolio additions, indexations, and higher occupancy rates, which compensated for portfolio disposals. In total, however, the consolidated net income of € 75.5 m (-84%) was significantly below the previous year's level due to the gloomy market environment and the negative revaluation result of € -94.1 m for the full year 2022. FFO I (recurring earnings) remained stable despite portfolio adjustments, and the annual target of >€ 125 m was achieved. The EPRA NTA per share was also stable at € 40.31 (31.12.2021: € 40.05).

### Personnel changes in the Management Board

At the end of June 2021, the Supervisory Board resolved on the pending succession of CEO Andreas Quint, who retired upon the expiry of his Management Board mandate on 31 December 2021, and appointed Silvia Schmitten-Walgenbach as the new Chief Executive Officer (CEO) with effect from 1 January 2022 for a period of three years until 31 December 2024. In addition, the Management Board mandates of CIO Keegan Viscius and CFO Dr. Andreas Schillhofer were prematurely extended by a further three years until 31 December 2024 and 31 May 2025 respectively. At the end of March 2023, the Supervisory Board and Silvia Schmitten-Walgenbach mutually agreed that Silvia Schmitten-Walgenbach's contract will be terminated at the end of 31 March 2023.

### Amendment of Management Board contracts

In order to take even stronger account of investor expectations with regard to long-term incentive systems for the Management Board in the future, the existing long-term incentive (LTI) model has been replaced by a new LTI programme (performance share plan) in the new Management Board contracts. From fiscal year 2022 onwards, the compensation system for the Management Board is to be further aligned with that of employees, as the LTI programme adopted for executives by the Remuneration Committee in November 2019 will now also apply to the Management Board. In addition, malus and claw-back clauses have been incorporated into the new Executive Board contracts, at the same time refraining from concluding a change-of-control arrangement at all.

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### OUTLOOK 2023

#### Challenging and uncertain environment changes framework conditions for real estate sector

High energy prices resulting from the Russian war of aggression against Ukraine, increased construction costs, and the significant interest rate hikes by central banks to combat inflation will continue to shape the framework conditions for the real estate sector. The potential for a recession or stagflation in certain economies is high.

#### Strategic focus to ensure the resilience of the business model

In view of these fundamental macroeconomic changes, we will continue to focus on securing and increasing our competitiveness and resilience. We are relying on three main levers to achieve this:

- Firstly, a further increase in the quality of our portfolio through a clear focus on our core markets and the successive sale of properties that do not or no longer meet the strategic requirement profile (in particular due to location, type of use, fulfilment of ESG criteria). In the medium term, we want to increase the share of Austria and Germany in the total portfolio from currently just under 70% to over 80%.
- Secondly, we aim to further accelerate our transformation into a sustainable company.
- Thirdly, we pursue the consistent improvement of our organisational and cost structures to reduce complexity, increase the efficiency of our platform and continue to generate value for all our stakeholders.

#### Financial target for 2023

For the 2023 financial year, an EBITDA of over € 200 m is expected on the basis of profitable sales as part of the strategic capital rotation programme, which would result in a significant increase compared to the figure for 2022 (€149.5 m).<sup>1</sup> The annual target for the recurring result (FFO I) is expected to be announced as part of the first quarter reporting in May 2023.

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<sup>1</sup> Based on transactions signed and closed to date.

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## REMUNERATION POLICY

In creating the remuneration policy, the Supervisory Board was guided by the legal provisions and the Austrian Corporate Governance Code and industry standards.

### Organisational responsibility

The remuneration policy is compiled by the remuneration committee in partnership with those persons within CA Immo responsible for Human Resources, Corporate Governance and Compliance; where necessary, suitable external advisors are involved. The policy is regularly presented to the overall Supervisory Board for discussion and resolution (complete with the main decision-making criteria and stating the reasons for any changes). The remuneration committee supports and advises the Supervisory Board on the conception and amendment of the remuneration policy. The remuneration policy will be presented to the Annual General Meeting for resolution at least every four years, or whenever significant changes are made to the remuneration policy. In line with the Austrian Stock Corporation Act, resolutions of the Annual General Meeting are recommendations only and are not contestable. Where the Annual General Meeting rejects the proposed remuneration policy, a review will be carried out and presented to the following Annual General Meeting. Suggestions regarding the remuneration policy or the remuneration report expressed at the Annual General Meeting will be considered by the remuneration committee in the course of further reviews, where this is possible and provided they appear appropriate and useful. Where such suggestions are not enacted, the remuneration committee must state reasons.

### Remuneration policy and report approved by majority vote

The remuneration policy was approved by the Annual General Meeting for the first time in 2020 with a majority of 98%; the remuneration report was approved by 97% of the capital represented at the Annual General Meeting in May 2022 (96% in 2021).

### Exceptions and deviations from the remuneration policy

Temporary deviations from the remuneration policy are only permitted where this is necessary to support the general long-term interests and sustainability of CA Immo. Therefore, deviating from the remuneration policy is only permitted where an urgent, unforeseeable need arises to fill a vacancy or replace a member of staff and this is not possible on the basis of the remuneration policy, this cannot be done within the required time or it is not possible to find a candidate suitable for the relevant position and the tasks it involves. Moreover, deviating from the remuneration policy is only permissible

where this affects the amount or the system of variable remuneration.

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## IMPLEMENTING THE REMUNERATION POLICY AND GENERAL PRINCIPLES OF THE REMUNERATION SYSTEM FOR THE MANAGEMENT BOARD

### Management Board remuneration in accordance with the remuneration policy

According to CA Immo's remuneration policy, the remuneration system for the Management Board is based on performance and profit, whereby criteria for long-term orientation, appropriateness and sustainability are critically important. The system takes the collective and personal performance of Management Board members into consideration. The remuneration system for Management Board members is aimed at establishing a competitive pay level combined with a strong performance-based component. The market orientation of the remuneration system is ensured by means of regular external benchmarking and reference to the sector (e.g. European real estate companies and relevant Austrian industrial businesses). The long-term interests of shareholders and stakeholders are reflected in the performance-related remuneration, which encompasses short-term and long-term elements as well as social considerations and environmental and governance aspects. Management Board performance is evaluated according to both financial and non-financial criteria. Special projects forming part of the implementation of corporate strategy are also taken into consideration. Generally speaking, the remuneration rules should comply with and promote sound and effective risk management; the rules should not encourage staff members to take risks that are inconsistent with the risk strategy of CA Immo.

Management Board remuneration comprises a fixed, non-performance-related annual salary, performance-related (variable) components, fringe benefits and a pension fund. The criteria for the appropriateness of Management Board remuneration are the field of activity and responsibility, personal performance, the economic situation, the company's success/future prospects and the national and international standards for the property sector at the time a contract is concluded. The variable salary components are linked to a long-term increase in the value of the company and continually adjusted in line with strategic targets defined jointly by the Management Board and Supervisory Board. There are no stock option plans.

### Anchoring ESG in the remuneration model

 The full Management Board is responsible for the Group-wide, holistic implementation of the sustainability strategy in the corporate strategy, and for ensuring compliance with it. This involves climate-related activities, key indicators and investment in such areas as renewable energies while improving the energy efficiency of our existing portfolio as well as the fulfillment and continuous improvement of social criteria and the governance of CA Immo. Moreover, a cross-departmental ESG Management Committee was implemented in the 2022 financial year, which coordinates the continuous implementation of the sustainability strategy and drives the development of new initiatives under the leadership of the Corporate Sustainability department. An update on the framework conditions, goals and measures, as well as corresponding progress in the ESG context, is presented to the Management Board at the quarterly meetings of the ESG Management Committee, which have been held since 2022. ESG issues are reported to the Supervisory Board at least twice a year during the quarterly Supervisory Board meetings.

The commitment to **sustainability** anchored in the corporate strategy is also implemented in CA Immo's **remuneration model** at all levels. The performance of the Management Board is assessed according to both financial and non-financial criteria. Overall, the remuneration rules are designed to reflect and promote a solid and effective risk management and do not promote taking of risks that are inconsistent with CA Immo's risk strategy. Performance-related Management Board remuneration includes environmental, social and governance ("ESG") components and takes particular account of the long-term interests of shareholders and other stakeholders. For example, in the 2020 business year, the topic of ESG reporting was explicitly included as an operational objective of the entire Management Board. The objective was to drive forward the evaluation and optimisation of sustainability reporting, taking into account the availability, accuracy, consistency and reliability of required data, and to implement any necessary guidelines and the required infrastructure in the Group. Based on this, the operational targets in 2021 included the development of a 3-year ESG target plan with regard to direct and indirect CO<sub>2</sub> emissions and energy consumption of the investment properties held by CA Immo. Based on this 3-year ESG target plan, annual ESG targets are now being specified. This was also the case for business year 2022, where the focus was on setting and communicating quantitative targets and measures, evaluating and selecting specific real estate certificates, ensuring that our buildings are operated efficiently, improving the ESG rating and implementing an EU taxonomy-compliant reporting system.

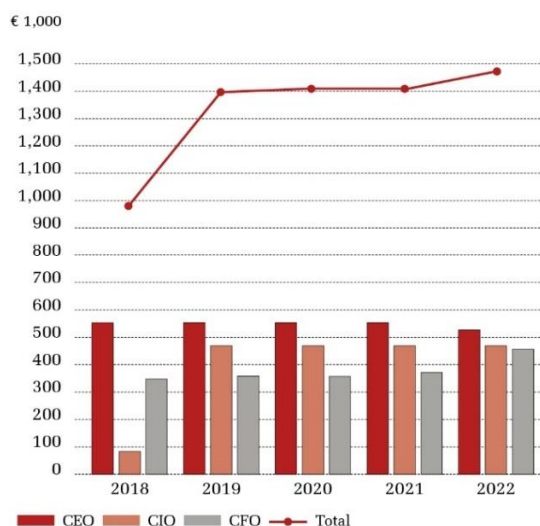
### Fixed salaries and fringe benefits

The level of fixed salaries depends on spheres of competence as determined in the schedule of responsibilities. No separate payment is made for accepting mandates in Group companies. The fixed salary is paid in advance in 14 monthly payments as a basic non-performance-related component. Management Board members also receive fringe benefits in the form of remuneration in kind (company car, telephone, travel expenses) on the basis of individual regulations in employment contracts. Since they qualify as remuneration components, Management Board members must pay tax on these benefits.

#### BASE SALARY

Annual gross salary in € 1,000	2022	2021
Silvia Schmitt-Walgenbach, CEO (1.1.2022-31.3.2023)	525	-
Keegan Viscius, CIO	475	475
Dr. Andreas Schillhofer, CFO	460	375
Andreas Quint, CEO (until 31.12.2021)	-	560

#### 5-YEARS TREND BASE SALARY MANAGEMENT BOARD



### Variable remuneration components and performance criteria

The bonus payment is linked to long-term operational and quality-based targets and also takes account of non-financial performance criteria. It is capped at 200% of the annual base salary. Half of the variable remuneration is an annual bonus linked to the attainment of short-term qualitative corporate goals ('operational targets') defined annually by the remuneration committee on the basis of the prior year's figures and taking account of long-term strategy and the prevailing market situation. The specific goals are weighted

according to importance to the company, or according to the expenditure required to attain them. The maximum weighting for qualitative corporate goals is 12.5% per target. To avoid conflicting interests within the Management Board as a whole, the company deliberately refrained so far from defining specific goals for individual Management Board members, even though this would be a possibility. The other half is currently based on outperformance of the following indicators, with performance thresholds also defined annually by the remuneration committee as 'financial targets': return on equity (ROE), funds from operations (FFO) and NAV growth.

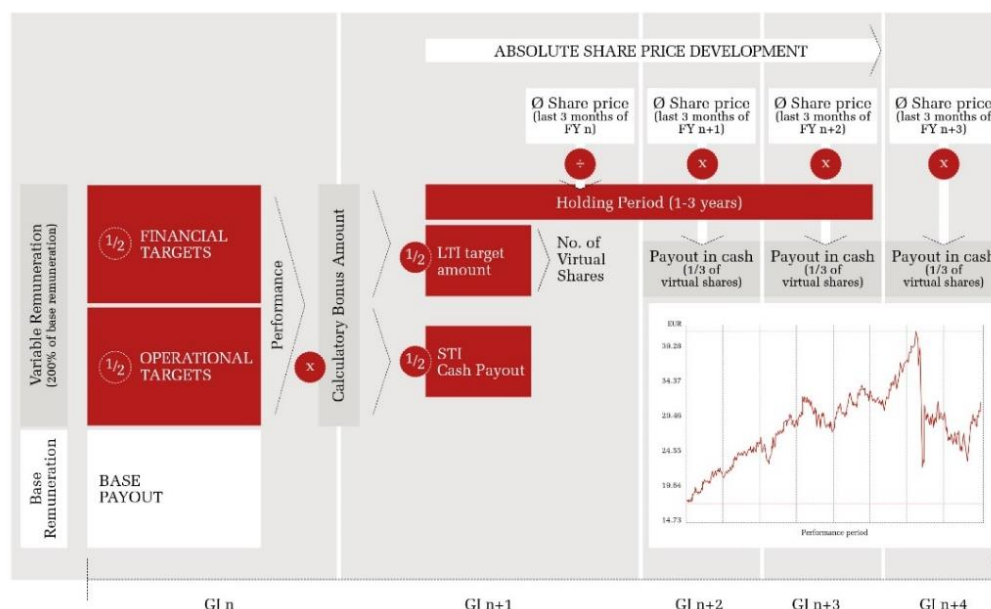
The level of the bonus actually paid depends on the degree of target attainment: the values agreed and actually achieved at the end of each business year are compared and confirmed by the remuneration committee after review by the auditor. The auditor's review relates exclusively to the achievement of the financial targets rather than the attainment of operational targets, which in turn is evaluated exclusively by the remuneration committee. Partial fulfilment of goals is possible, with linear interpolation applied between concrete attainment

levels. The exceeding of certain goals cannot compensate for unsatisfactory progress towards other goals. Half of performance-related remuneration takes the form of immediate payments (**short-term incentive**); the remaining 50% enter into a **long-term incentive (LTI)** model and are paid out in cash after a certain holding period.

### Long-Term Incentive (LTI)-Programme

50% of the performance-related remuneration is converted into phantom shares on the basis of the average share price of the last quarter of the business year relevant to target attainment. For the LTI tranches launched up to and including 2021, the payment of phantom shares is made in cash in three equal parts after another 12 months, 24 months (**mid-term incentive**) and 36 months (**long-term incentive**). In this way, long-term incentives for corporate development are established and ultimately reflected in the share price. Phantom shares are converted at the average rate for the last quarter of the year preceding the payment year. The last tranche of this LTI programme runs until 2024 (payment in 2025).

## REMUNERATION SYSTEM OF THE CA IMMO MANAGEMENT BOARD – PRESENTATION OF LTI PROGRAMME FOR ALL TRANCHES STARTING BEFORE 2022



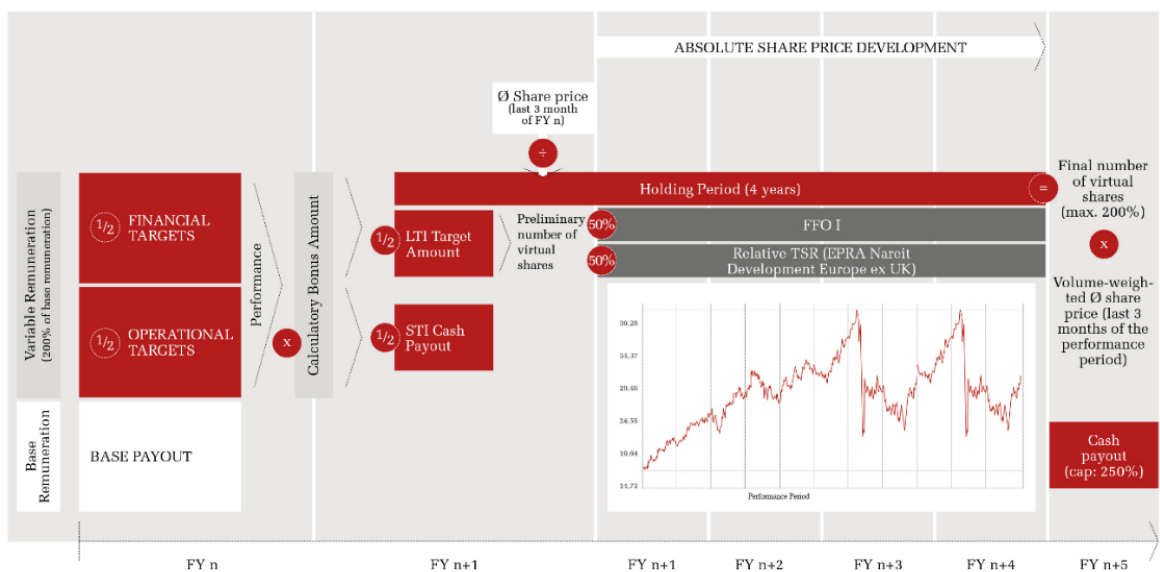
**Performance Share Plan**

In order to take even stronger account of investor expectations with regard to long-term incentive systems for the Management Board in the future, the existing long-term incentive (LTI) model has been replaced by a new LTI programme (**performance share plan**) in the new Management Board contracts. From fiscal 2022, the compensation system for the Management Board is to be further aligned with that of employees, as the LTI programme adopted for executives by the Remuneration Committee in November 2019 is also to be applied to the Management Board in the future.

LTI programmes starting from the 2022 business year are revolving as in the past and do not provide for any personal investment. The plan continues to grant performance-related remuneration in the form of virtual shares in CA Immo. The final number of virtual shares is calculated on the basis of performance criteria linked to medium-term profitability and the return on shares. The target amount of the LTI is divided by the volume-weighted average CA Immo share price (= closing price on the Vienna Stock Exchange) over the 3-month period prior to 31. December of the respective bonus year. In

this way, the preliminary number of virtual shares is calculated. Depending on the assessment of the performance criteria at the end of the performance period, which is now four years, the final number of virtual shares is determined. The LTI is generally calculated as of 31 December of the final year of the four-year performance period. The equal-weighted performance criteria for the LTI in the future will be **Funds From Operations ("FFO") I** and **Relative Total Shareholder Return ("TSR") against the EPRA Nareit Developed Europe ex UK Index**. Each tranche starts with a target value that would be achieved if 100% of the targets were met at the end of the term of the respective tranche. The amount allocated to a performance criteria is determined by comparing agreed targets with values actually achieved and is expressed as a percentage. The allocation between the performance thresholds is linear. The final number of virtual shares is capped at 200% of the preliminary number of virtual shares. For the payout, the final number of virtual shares is multiplied by the volume-weighted average price of the last three months of the performance period. The resulting amount is paid out in cash, subject to a cap of 250% of the target amount of the LTI. Further details can be found in CA Immo's remuneration policy at [www.caimmo.com](http://www.caimmo.com).

REMUNERATION SYSTEM OF THE CA IMMO MANAGEMENT BOARD – PRESENTATION OF LTI PROGRAMME FOR ALL TRANCHEs STARTING IN OR AFTER 2022





## PERFORMANCE CRITERIA PERFORMANCE SHARE PLAN

Performance criteria	Performance thresholds	Allocation
FFO I (weighting 50%)	Maximum with deviation from budget of 20% in four-year average	200%
	Target value with deviation from budget of 0% in four-year average	100%
	Threshold and below with deviation from budget of - 5% in four-year average	0%
Relative TSR (weighting 50%)	Maximum at 40 ppt outperformance	200%
	Target value at 10 ppt outperformance	100%
	Threshold and below at - 5 ppt outperformance	0%

**Pension regulations**

For all Management Board members, the pensionable age is the Austrian statutory retirement age. All Management Board contracts contain pension fund agreements into which the company pays annually agreed contributions of up to 7.5% (up to 10% in 2021) of the fixed salary from 2022 onwards (defined contribution plan). Ongoing payments into the pension fund cease upon termination of an employment contract, in the event of termination owing to a change of control and, at the latest, on expiry of the original duration of the employment contract. In business year 2022, contributions to pension funds for Management Board members totalled € 92 K (€ 123 K in 2021).

**Change of control regulations**

According to the remuneration policy, change of control clauses were not agreed as part of all new Management Board contracts.

**Claims where an employment contract is terminated**

Where a Management Board member steps down, the amount of the severance payment is based on the contractual provisions with the maximum payout equating to one full year's salary (including the bonus for the respective business year). Payment is forfeited in the event of the Management Board member serving notice of termination without good cause. All contracts with Management Board members include adjustment payments to cover a Management Board member serving notice of termination for good cause; depending on the remaining term of the Management Board mandate, this is limited to a maximum of two annual salaries (including fringe benefits). As at the balance sheet date, severance payment provisions for Management Board members totalled € 375 K (31.12.2021: € 311 K). There were payment obligations to former (i.e. those in office before 2022) Management Board members (Andreas Quint) totalling € 907 K, consisting of variable remuneration components of € 904 K and other benefits of € 3 K.

**TOTAL MANAGEMENT BOARD REMUNERATION FOR 2022**

In the year under review, total remuneration for Management Board members in office during 2022 (excluding salary-based deductions) stood at € 2,927K; the comparable value for the previous year was € 3,464 K. Salary-based deductions amounted to € 214 K (2021: 198K).

**Fixed remuneration**

Fixed salary components totalling € 1,606 K (2021: € 1,581 K) were made up of the basic salary of € 1,460 K (2021: € 1,410 K), other benefits (in particular remuneration in kind for cars, expense allowances and travel expenses) of € 54 K (2021: € 48 K) and contributions to pension funds in the amount of € 92 K (2021: € 123 K). There was (and is) no other remuneration for accepting mandates with other corporate bodies within the CA Immo Group or for participating in committee meetings (e.g. attendance fees).

**Variable remuneration**

The 1-year bonus (immediate bonus) actually paid out on the basis of the target achievement level determined for the 2021 financial year (89%) totalled € 755 K in the reporting period (2021: € 1,269 K on the basis of the target achievement level (90%) determined for the 2020 financial year). In addition, a multi-year bonus totalling € 566 K was paid out in the reporting year (2021: € 307 K).

The target achievement rate determined for the 2022 financial year was around 71%. Based on this, the total bonus entitlement amounts to € 2,074 K (2021: € 2,504 K based on target achievement in 2021). Taking into account the termination agreement with Silvia Schmitt-Walgenbach, which provides for an immediate payment of all bonus claims, an amount of € 1,410 K (2021: € 1,252 K) is attributable to immediate payments, which will be paid until 31 May 2023 at the latest. For the remaining members of the Management Board, Keegan Viscius and Andreas Schillhofer, a total of € 664 K will be converted into phantom shares as a multi-year bonus (LTI) based on the volume-weighted average share price in the

final quarter of 2022 (€ 29.80) and paid out in cash after the holding period of four years (see explanations on the performance share plan).

As of December 31, 2022, provisions of € 3,689 K were recognized under the variable compensation system for the Management Board (31 December 2021: € 5,329 K).

**Special payments and extraordinary items**

While severance payments of € 307 K were due to the retiring CEO Andreas Quint in 2021, no special payments were due in the reporting year.

**MANAGEMENT BOARD REMUNERATION IN FISCAL YEAR 2022 INCL. PRIOR-YEAR COMPARISON<sup>1)</sup>**

Name of Management Board member / position			Fixed remuneration			Variable remuneration <sup>3)</sup>		Extra-ordinary items	Pension expense	Total remuneration	Proportion of fixed and variable remuneration	
			Base salary	Fees	Fringe benefits <sup>2)</sup>	1-year-bonus	Multi-year-bonus				fixed	variable
Silvia Schmitt-Walgenbach (CEO)	2022	525.0	n.a.	15.7	0.0	0.0	0.0	26.9	567.6	100%	0%	
	1.1.2022-31.3.2023	2021	0.0	n.a.	0.0	0.0	0.0	0.0	0.0	0%	0%	
Keegan Viscius (CIO)	2022	475.0	n.a.	13.9	421.8	344.9	0.0	36.5	1,292.2	41%	59%	
	1.1.2018-31.12.2024	2021	475.0	n.a.	13.6	427.5	116.4	0.0	1,069.0	49%	51%	
Andreas Schillhofer (CFO)	2022	460.0	n.a.	24.5	333.0	221.3	0.0	28.8	1,067.6	48%	52%	
	1.6.2019-31.5.2025	2021	375.0	n.a.	33.3	337.5	53.6	0.0	828.2	53%	47%	
Andreas Quint (CEO)	2022	0.0	n.a.	3.4	497.3	406.7	0.0	0.0	907.3	0%	100%	
	1.1.2018-31.12.2021	2021	560.0	n.a.	1.5	504.0	137.2	306.7	1,566.8	40%	60%	
<b>Total</b>	<b>2022</b>	<b>1,460.0</b>	<b>n.a.</b>	<b>57.5</b>	<b>1,252.1</b>	<b>972.9</b>	<b>0.0</b>	<b>92.2</b>	<b>3,834.7</b>	<b>42%</b>	<b>58%</b>	
<b>Total</b>	<b>2021</b>	<b>1,410.0</b>	<b>n.a.</b>	<b>48.4</b>	<b>1,269.0</b>	<b>307.2</b>	<b>306.7</b>	<b>122.7</b>	<b>3,464.0</b>	<b>46%</b>	<b>54%</b>	

1) The table shows the remuneration actually granted (paid out) in the respective financial years.  
 2) Fringe benefits (company car, allowances and travel expenses, etc.)  
 3) Variable remuneration paid out on the basis of the bonus entitlement accrued in the respective prior year.

**REMUNERATION ENTITLEMENT OF THE MANAGEMENT BOARD FOR FISCAL YEAR 2022 INCL. PRIOR-YEAR COMPARISON<sup>1)</sup>**

Name of Management Board member / position			Fixed remuneration			Variable remuneration <sup>3)</sup>		Extra-ordinary items	Pension expense	Total remuneration	Proportion of fixed and variable remuneration	
			Base salary	Fees	Fringe benefits <sup>2)</sup>	1-year-bonus	Multi-year-bonus				fixed	variable
Silvia Schmitt-Walgenbach (CEO)	2022	525.0	n.a.	15.7	745.8	0.0	0.0	26.9	1,313.4	43%	57%	
	1.1.2022-31.3.2023	2021	0.0	n.a.	0.0	0.0	0.0	0.0	0.0	0%	0%	
Keegan Viscius (CIO)	2022	475.0	n.a.	13.9	337.4	337.4	0.0	36.5	1,200.2	44%	56%	
	1.1.2018-31.12.2024	2021	475.0	n.a.	13.6	421.8	421.8	0.0	1,368.7	38%	62%	
Andreas Schillhofer (CFO)	2022	460.0	n.a.	24.5	326.7	326.7	0.0	28.8	1,166.8	44%	56%	
	1.6.2019-31.5.2025	2021	375.0	n.a.	33.3	333.0	333.0	0.0	1,103.1	40%	60%	
Andreas Quint (CEO) 1.1.2018-	2022	0.0	n.a.	3.4	0.0	0.0	0.0	0.0	3.4	100%	0%	
	31.12.2021	2021	560.0	n.a.	1.5	497.3	497.3	306.7	1,920.1	32%	68%	
<b>Total</b>	<b>2022</b>	<b>1,460.0</b>	<b>n.a.</b>	<b>57.5</b>	<b>1,409.9</b>	<b>664.1</b>	<b>0.0</b>	<b>92.2</b>	<b>3,683.8</b>	<b>44%</b>	<b>56%</b>	
<b>Total</b>	<b>2021</b>	<b>1,410.0</b>	<b>n.a.</b>	<b>48.4</b>	<b>1,252.1</b>	<b>1,252.1</b>	<b>306.7</b>	<b>122.7</b>	<b>4,392.0</b>	<b>36%</b>	<b>64%</b>	

1) The table shows the entitlement to remuneration accrued in the respective financial years.  
 2) Fringe benefits (company car, allowances and travel expenses, etc.)  
 3) Shows the bonus entitlement accrued in the respective fiscal year based on the degree of target achievement.

### **Bonus payments, claw-back and penalties: right of reclamation**

Regardless of the general principles of civil and labour law, variable remuneration will only be allotted where it can be justified for the long term in the light of the company's financial position and the proven performance of Management Board members; otherwise, variable remuneration will be reduced or withheld ('penalty'). In the case of poor or negative performance by the company, variable remuneration will be significantly reduced; in the case of negative net operating income, it will not be paid at all. In addition, there is the possibility to reduce unpaid components on the basis of an ex-post adjustment until all remuneration components have been paid out in full.

No immediate payment will be made where variable remuneration is awarded in the form of phantom instruments (e.g. phantom shares or future performance share plan). Payment of phantom instruments is rendered in cash after 12, 24 and 36 months have elapsed, or after a performance period of four years for all tranches starting from 2022. In the event of negative development for the company, variable remuneration will be reduced in tandem with the share price.

Variable remuneration may not be paid in the form of vehicles or methods that bypass applicable legal provisions. On the basis of liability law provisions, amounts wrongly paid (for example, owing to fraud on the part of a Management Board member, deception as to the fulfilment of performance criteria, summary dismissal of a Management Board member) and any damage incurred owing to actions relevant to liability law on the part of a Management Board member may be reclaimed. In addition, all contracts now contain an agreement under which CA Immo may reclaim variable remuneration components already paid out or withhold variable

components that have not yet been paid where the following circumstances are suspected ('claw-back'):

- Deception by a Management Board member during their term of office;
- Misleading information where there is reason to believe that it has or may have influenced the level of target attainment ascertained;
- Evidence of misconduct or gross negligence on the part of the respective Management Board member;
- Criminal action against the assets of the CA Immo Group;
- Emergence of a reason which, where article 27 of the Salaried Employees Act is applied appropriately, entitles the company to early termination (dismissal under the terms of the Salaried Employees Act).

Decisions as to whether such an event has occurred and decisions on the reclamation or withholding of actual payments are taken by the full Supervisory Board.

Irrespective of the attainment of the aforementioned performance criteria, the Management Board member will receive no bonus or only a partial bonus for the relevant bonus year if the company reports a negative net result (after minorities) in the bonus year, or in the event of certain material and exceptional special effects. Once again, determining variable remuneration is at the sole discretion of the Supervisory Board, which must disclose the reasons for its decision.

During the year under review, there was no cause to reclaim improperly rendered payments from serving or former Management Board members; nor was there cause to claim compensation from individual Management Board members.

VARIABLE REMUNERATION OF THE MANAGEMENT BOARD

in €														
Name of Management Board member / Position		Main conditions for the variable remuneration				Bonus split		STI ...						
Fiscal Year	Annual base salary	Bonus option (200% of the basic salary)	Target achievement in the respective fiscal year	Calculatory bonus amount	STI	Split 50% STI 50% LTI	2020	2021	2022	2023	Share price Q4 of the respective financial year <sup>1)</sup>	Total no. of phantom shares	No. phantom shares/ payment year	2021 Share price Q4-2020
Silvia Schmitt-Walgenbach CEO	2022	525,000 €	1,050,000 €	71.03%	745,815 €	STI	745,816 € <sup>3)</sup>	- €	- €	- €	745,816 €			
					- €	LTI	- €	- €	- €	- €	- €	29.80 €	12,514	-
Keegan Viscius, CIO	2019	475,000 €	950,000 €	93.75%	890,625 €	STI	445,313 €	445,313 €	- €	- €	- €			
						LTI	445,313 €	- €	- €	- €	- €	35.12 €	12,680	4,227
	2020	475,000 €	950,000 €	90.00%	855,000 €	STI	427,500 €	- €	427,500 €	- €	- €			
						LTI	427,500 €	- €	- €	- €	- €	27.54 €	15,523	-
	2021	475,000 €	950,000 €	88.80%	843,600 €	STI	421,800 €	- €	- €	421,800 €	- €			
						LTI	421,800 €	- €	- €	- €	- €	36.69 €	11,496	-
Andreas Schillhofer, CFO	2019	218,750 €	437,500 €	93.75%	410,156 €	STI	205,078 €	205,078 €	- €	- €	- €			
						LTI	205,078 €	- €	- €	- €	- €	35.12 €	5,839	1,946
	2020	375,000 €	750,000 €	90.00%	675,000 €	STI	337,500 €	- €	337,500 €	- €	- €			
						LTI	337,500 €	- €	- €	- €	- €	27.54 €	12,255	-
	2021	375,000 €	750,000 €	88.80%	666,000 €	STI	333,000 €	- €	- €	333,000 €	- €			
						LTI	333,000 €	- €	- €	- €	- €	36.69 €	9,076	-
Andreas Quint, CEO	2019	560,000 €	1,120,000 €	93.75%	1,050,000 €	STI	525,000 €	525,000 €	- €	- €	- €			
						LTI	525,000 €	- €	- €	- €	- €	35.12 €	14,949	4,983
	2020	560,000 €	1,120,000 €	90.00%	1,008,000 €	STI	504,000 €	- €	504,000 €	- €	- €			
						LTI	504,000 €	- €	- €	- €	- €	27.54 €	18,301	-
	2021	560,000 €	1,120,000 €	88.80%	994,560 €	STI	497,280 €	- €	- €	497,280 €	- €			
						LTI	497,280 €	- €	- €	- €	- €	36.69 €	13,554	-
	2022	- €	- €	-	- €	STI	- €	- €	- €	- €	- €			
						LTI	- €	- €	- €	- €	- €	- €	-	-

1) Average share price of the last quarter of the respective year for LTI tranches starting before 2022; average volume-weighted share price for all tranches starting in or after 2022.

2) Depending on share price development in the respective subsequent years.

3) Takes into account the advance payment of the multi-year bonus (LTI) due to the termination agreement reached with Silvia Schmitt-Walgenbach.

LTI ...

Payout	2022			2023			2024			2025			2026			2027		
	No. phantom shares/ payment year	Share price Q4-2021	Payout	No. phantom shares/ payment year	Share price Q4-2022	Payout	No. phantom shares/ payment year	Share price Q4-2023 <sup>2)</sup>	Expected payout	No. phantom shares/ payment year	Share price Q4-2024 <sup>2)</sup>	Expected payout	No. phantom shares/ payment year	Share price Q4-2025 <sup>2)</sup>	Expected payout	No. phantom shares/ payment year	Share price Q4-2026 <sup>2)</sup>	Expected payout
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
116,400 €	4,227	36.69 €	155,082 €	4,227	30.50 €	128,911 €	-	-	-	-	-	-	-	-	-	-	-	-
-	5,174	36.69 €	189,845 €	5,174	30.50 €	157,816 €	5,174	n/a	n/a	-	-	-	-	-	-	-	-	-
-	-	-	-	3,832	30.50 €	116,879 €	3,832	n/a	n/a	3,832	n/a	n/a	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11,322	n/a	n/a
53,605 €	1,946	36.69 €	71,415 €	1,946	30.50 €	59,367 €	-	-	-	-	-	-	-	-	-	-	-	-
-	4,085	36.69 €	149,877 €	4,085	30.50 €	124,592 €	4,085	n/a	n/a	-	-	-	-	-	-	-	-	-
-	-	-	-	3,025	30.50 €	92,273 €	3,025	n/a	n/a	3,025	n/a	n/a	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10,965	n/a	n/a
137,229 €	4,983	36.69 €	182,833 €	4,983	30.50 €	151,979 €	-	-	-	-	-	-	-	-	-	-	-	-
-	6,100	36.69 €	223,834 €	6,100	30.50 €	186,057 €	6,100	n/a	n/a	-	-	-	-	-	-	-	-	-
-	-	-	-	4,518	30.50 €	137,794 €	4,518	n/a	n/a	4,518	n/a	n/a	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

PERFORMANCE OF MANAGEMENT BOARD MEMBERS IN THE REPORTED FINANCIAL YEAR<sup>1)</sup>

Description of the criteria related to the remuneration component	Relative weighting of the performance criteria	Information on performance targets <sup>2)</sup>		a) Measured performance and b) actual award
		a) Minimum target/ performance and b) corresponding award	a) Maximum target/ performance and b) corresponding award	
<b>Financial Targets</b>	<b>50.0%</b>			<b>21.0%</b>
Return on Equity (ROE) before tax adjusted <sup>3)</sup>	15.0%	a) ≥ 4.0%	a) ≥ 8.6%	a) 3.6%
		b) 0.0%-100.0% <sup>3)</sup>	b) 100.0%	b) 0.0%
Funds from Operations (FFO I) adjusted <sup>4)</sup>	20.0%	a) ≥ 114 m €	a) ≥ 124 m €	a) 125.3 m €
		b) 0.0%-100.0% <sup>3)</sup>	b) 100%	b) 100.0%
Net Asset Value (NAV) growth per share adjusted <sup>5)</sup>	15.0%	a) ≥ 3.0%	a) ≥ 6.3%	a) 3.2%
		b) 0.0%-100.0% <sup>3)</sup>	b) 100.0%	b) 6.9%
<b>Operational Targets</b>	<b>50.0%</b>			<b>50.0%</b>
ESG: Based on the 3-year targets and measures developed in 2021, achievement of the targets defined for 2022 with regard to direct and indirect carbon emissions and energy consumption of the CA Immo Group and its properties. Definition and communication of quantitative targets including step plan. Prioritise ESG ratings and improve scoring, develop EU taxonomy-compliant reporting. Real estate certification: selecting certificates and ensuring efficient operation.	10.0%	n/a	n/a	100.0%
Portfolio optimisation: Transactions of up to € 600 m. Analysing potential new markets.	7.5%	a) 400 m €	a) 600 m €	100.0%
Development: Optimisation of reporting in relation to all (potential) projects under realisation. Definition of a framework for project developments/refurbishments from the perspective of the real estate life cycle and optimal operation. Creation of a concept for intelligent building technologies.	5.0%	n/a	n/a	100.0%
Construction Management Vehicle: Review of the business model and long-term vision/benefits from a Group perspective with a clear hold/sell recommendation.	5.0%	n/a	n/a	100.0%
Leasing: Achieve at least 90% of the NRI target defined in the 2022 budget.	5.0%	90.0%	100.0%	100.0%
Group: Strategic review of CA Immo's branding/communication (including corporate values) and improvement of external visibility and participation in industry panels (e.g. ZIA, EPRA).	5.0%	n/a	n/a	100.0%
Human Resources: Conduct an employee survey. Review internal structures and optimise the organisation in terms of size and overhead costs.	5.0%	n/a	n/a	100.0%
Implement a new technology/IT strategy: increase productivity (go-live of asset management tool in 2022 for 2023).	2.5%	n/a	n/a	100.0%
Capital Markets: Analysis of listings and additional refinancing options for further growth.	5.0%	n/a	n/a	100.0%
<b>Total</b>	<b>100.0%</b>			<b>71.0%</b>

1) The performance of the Management Board refers equally to all members of the Management Board, i.e. in 2022 to Silvia Schmitt-Walgenbach (CEO), Keegan Viscius (CIO) and Andreas Schillhofer (CFO)

2) A linear interpolation is made between the minimum and maximum target performance (threshold performance) on the basis of the actual level of target achievement

3) Return on Equity = earnings before taxes / average shareholders' equity (adjusted for any special dividends or extraordinary events)

4) Adjusted for significant sales not included in the budget or extraordinary events that lead to significant deviations (≥€ 1 m) from the approved 2022 budget

5) Adjusted for any special dividends or extraordinary events

## 5-YEAR COMPARISON OF MANAGEMENT BOARD REMUNERATION VERSUS COMPANY PERFORMANCE

in €	2018	2019	2020	2021	2022	
	RFY -4 vs RFY -5	RFY -3 vs RFY -4	RFY -2 vs RFY -3	RFY -1 vs RFY -2	RFY vs RFY -1	CAGR <sup>1)</sup> 2018- 2022
<b>Total remuneration Management Board<sup>2)</sup></b>						
Andreas Quint, CEO	1,680,000	1,610,000	1,568,000	1,554,560		
	+0%	-4%	-3%	-1%		
Silvia Schmitt-Walgenbach, CEO					1,270,815	
<b>Total increase, CEO</b>	<b>+0%</b>	<b>-4%</b>	<b>-3%</b>	<b>-1%</b>	<b>-18%</b>	
Hans Volkert Volckens, CFO	1,050,000					
	+0%					
Andreas Schillhofer, CFO		1,078,125	1,050,000	1,041,000	1,113,476	
		+3%	-3%	-1%	+7%	
<b>Total increase, CFO<sup>3)</sup></b>	<b>+0%</b>	<b>+3%</b>	<b>-3%</b>	<b>-1%</b>	<b>+7%</b>	
Keegan Viscius, CIO	1,425,000	1,365,625	1,330,000	1,318,600	1,149,785	
		-4%	-3%	-1%	-13%	
<b>Total increase, CIO</b>		<b>-4%</b>	<b>-3%</b>	<b>-1%</b>	<b>-13%</b>	
<b>Average</b>	<b>1,385,000</b>	<b>1,351,250</b>	<b>1,316,000</b>	<b>1,304,720</b>	<b>1,178,025</b>	
<b>Total Management Board increase (year-on-year)</b>	<b>+0%</b>	<b>-2%</b>	<b>-3%</b>	<b>-1%</b>	<b>-10%</b>	<b>-4%</b>
<b>Company's performance</b>						
FFO I in € m	118.5	133.3	133.8	128.3	125.3	
	+11%	+13%	+0%	-4%	-2%	<b>+1%</b>
EBITDA in € m	145.1	171.7	195.6	210.1	149.5	
	-16%	+18%	+14%	+7%	-29%	<b>+1%</b>
Rental income in € m	192.4	220.7	235.6	229.1	213.8	
	+7%	+15%	+7%	-3%	-7%	<b>+3%</b>
NAV per share in €	28.37	31.90	33.63	37.67 <sup>3)</sup>	38.89 <sup>4)</sup>	
	+9%	+12%	+5%	+12%	+3%	<b>+8%</b>
<b>Average remuneration<sup>5)</sup> on 1 FTE basis of employees<sup>6)</sup></b>						
in €						
Managers <sup>7)</sup>	155,350	156,120	166,775	164,355	174,406	
	+0%	+1%	+7%	-2%	+6%	<b>+3%</b>
Employees	64,010	65,120	67,853	68,969	72,615	
	+0%	+2%	+4%	+2%	+5%	<b>+3%</b>

1) CAGR: Compound Annual Growth Rate

2) Basis: Base salary (annualized in the case of appointment/dismissal during the year) plus bonus entitlement in accordance with degree of target achievement

3) NAV per share adjusted by special dividend 2021 of € 5.00 per share

4) NAV per share adjusted for special dividend and alternative investments

5) Basis: Average total remuneration, i.e. base salary incl. allowances and bonus payments

6) Basis: Employees on CA Immo Group level (excl. Joint Ventures, working students, and temporary staff)

7) Basis: Executives with Group or departmental management functions, branch managers and their deputies

**PROFIT SHARING SCHEME FOR EMPLOYEES**

To promote strong identification with its objectives and ensure employees have a stake in the success of CA Immo, variable remuneration is paid to all staff alongside fixed salaries. In line with the Management Board remuneration system, the precondition is the attainment of agreed quantitative and qualitative annual targets and positive consolidated net income. Selected managerial staff also participate in a remuneration scheme based on share prices.

**Performance share plan (LTI) for executives**

Along with the LTI programme introduced for the Management Board in 2022, the LTI programme for executives takes account of value creation of CA Immo over the long term. The LTI includes all first-level managers along with branch managers. In future, this element of remuneration will also be aimed at internal experts and those with leadership qualities. The plan provides for performance-based remuneration in the form of virtual shares of CA Immo. The final number of virtual shares is determined on the basis of performance criteria linked to medium-term strategy and stock yields. The target amount of the LTI is divided by the volume-weighted average share price for CA Immo (closing rate on the Vienna Stock Exchange) across the three-month period to 31 December of the respective bonus year. The provisional number of virtual shares is calculated in this way; the final number of virtual shares is determined by the measurement of performance criteria at the end of the performance period of four years. The LTI will generally be payable on 31 December of the final year of the four-year performance period. Funds from operations (FFO) I and relative total shareholder return (TSR) against the EPRA Nareit Developed Europe ex UK index serve as equally weighted performance criteria for the LTI. FFO I reflects long-term earning power by taking account of recurring revenue and enables the effectiveness of letting activities to be depicted transparently. Relative TSR facilitates the evaluation of relative value creation for shareholders while enabling direct comparison with other real estate companies. The final number of shares is limited to 200% of the number of virtual shares. For the payment, the final number of virtual shares is multiplied by the volume-weighted average price for the last three months of the performance period. Payment of the resulting amount is made in cash; an upper limit of 250% of the target amount of the LTI applies.

**OVERVIEW VIRTUAL SHARES (PERFORMANCE SHARE PLAN)**

	No. of virtual shares	Provisions incl. incidental charges as at 31.12.2022 in € 1,000
2020-2022	5,195 pcs.	478.4
2020-2023	12,462 pcs.	845.6
2021-2024	20,540 pcs.	717.0
2022-2025	17,183 pcs.	382.2
		<b>2,423.2</b>

At the end of 2021, the degree of target attainment for the LTI tranche for 2019-2021 was about 64%, equivalent to a monetary value of € 23.33 per share in the LTI programme. On the basis of these calculations, a total amount of € 285.8 K was paid out in 2022 for 12,251 participating shares. As of 31 December 2022, provisions (including ancillary wage costs) totaling € 2,423.2 K were recognized under the new LTI programme (performance share plan) for the current tranches (as of 31 December 2021: € 1,428.1 K).

**REMUNERATION OF THE SUPERVISORY BOARD**

In line with the Articles of Association of CA Immo, remuneration for the Supervisory Board for the past business year is determined annually by the Annual General Meeting.

Since 2017 the annual fixed remuneration has been unchanged at € 30 K. The chairman receives double that amount, with their deputy paid one and a half times the fixed fee. Where a Supervisory Board member joins or steps down during the year, remuneration is paid pro rata in line with the articles of association. In addition, committee and Supervisory Board members received an attendance fee of € 1,000 per meeting as well as the reimbursement of cash expenses associated with Supervisory Board activity. In general, employee representatives do not receive any compensation for serving on the Supervisory Board. No company pension plans are provided for Supervisory Board members at CA Immo.

Total remuneration of € 309 K (€ 328 in 2021) was paid in business year 2022 (for 2021). Of this, attendance fees accounted for a total of € 133 K (€ 113 K in 2021). Moreover, expenditure of € 86 K was reported in connection with the Supervisory Board in business year 2022 (2021: € 202 K). Of this, cash outlays for travel expenses accounted for € 40 K (2021: € 13 K) and other expenditure (including training and



licensing costs) accounted for € 34 K (2021: € 33 K). Legal and other consultancy costs amounted € 12 K (€ 156 K in 2021). No other fees (particularly for consultancy or brokerage activities) were paid to Supervisory Board members, and no loans or advances were paid.

Total Supervisory Board remuneration of € 219 K for business year 2022 will be proposed to the Annual General Meeting on the basis of the same criteria (fixed annual payment of € 30 K per Supervisory Board member plus attendance fee of € 1,000 per meeting), taking account of the waiver of remuneration for Supervisory Board members appointed on the basis of registered shares or assigned to the Starwood Group. The consolidated financial statements for 31 December 2022 took account of this remuneration.

**SHARE OWNERSHIP OF MANAGEMENT AND SUPERVISORY BOARD MEMBERS**

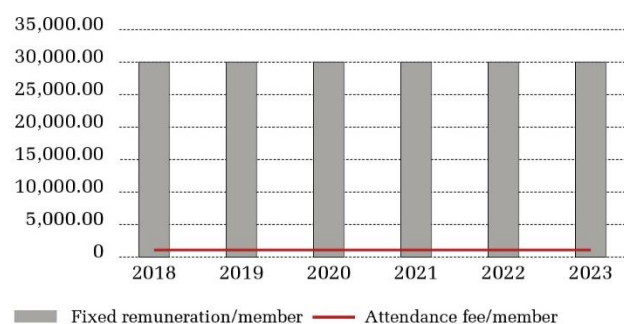
As at 31 December 2022, only Management Board member Keegan Viscius privately held 9,358 CA Immo shares (9,358 CA Immo shares as at 31 December 2021).

Information on proprietary trading in shares or debt instruments of CA Immo or in associated derivatives or other financial instruments by persons subject to a reporting obligation are shown on the company web site under [Directors Dealings \(caimmo.com\)](http://Directors.Dealings(caimmo.com)).

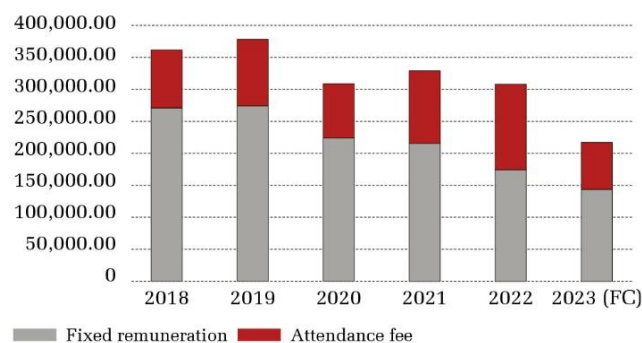
**D&O INSURANCE**

At CA Immo Group level, D&O manager liability insurance with coverage of € 100 m was taken out for the executive bodies (Management Board members, administrative authorities, supervisory bodies and senior executives) of the parent company and all subsidiary companies. On account of the general premium payment for all insured persons, there is no specific assignment of premium payments to Management Board members. The insurance does not provide for any excess.

**DEVELOPMENT OF SUPERVISORY BOARD REMUNERATION PER MEMBER**



**TREND SUPERVISORY BOARD REMUNERATION**



REMUNERATION OF THE SUPERVISORY BOARD <sup>1)</sup>

€ 1,000	Fixed remuneration		Attendance fee		Total	
	2022	2021	2022	2021	2022	2021
<b>Supervisory Board members in office as at 31.12.2022:</b>						
<b>Elected by the Annual General Meeting:</b>						
Jeffrey G. Dishner <sup>2)</sup> (since 9.5.2019 previously from 28.9.2018 appointed by registered share), 2 <sup>nd</sup> Deputy Chairman	-	-	-	-	-	-
Torsten Hollstein (since 3.5.2016), Chairman	60	60	34	23	94	83
<b>Appointed by registered shares:</b>						
Sarah Broughton <sup>2)</sup> (since 28.9.2018)	-	-	-	-	-	-
David Smith <sup>2)</sup> (since 1.11.2022), 1 <sup>st</sup> Deputy Chairman	-	-	-	-	-	-
<b>Employee representatives:</b>						
Georg Edinger <sup>2)</sup> (since 3.5.2016)	-	-	-	-	-	-
Sebastian Obermair <sup>2)</sup> (since 22.3.2016)	-	-	-	-	-	-
<b>Former Supervisory Board members:</b>						
<b>Elected by the Annual General Meeting:</b>						
Richard Gregson (until 8.2020)	-	20	-	12	-	32
Professor Dr. Klaus Hirschler (until 30.10.2022)	30	30	23	20	53	50
Dr. Florian Koschat (until 6.5.2021), Deputy Chairman	16	45	12	19	28	64
Michael Stanton (until 30.10.2022)	30	30	37	25	67	55
Dr. Monika Wildner (until 30.10.2022), Deputy Chairman	40	30	27	14	67	44
<b>Appointed by registered shares:</b>						
Laura Rubin <sup>2)</sup> (until 31.10.2022)	-	-	-	-	-	-
<b>Employee representatives:</b>						
Nicole Kubista <sup>2)</sup> (until 1.11.2022)	-	-	-	-	-	-
Franz Reitermayer <sup>2)</sup> (until 10.2.2020)	-	-	-	-	-	-
Walter Sonnleitner <sup>2)</sup> (until 1.11.2022)	-	-	-	-	-	-
<b>Total</b>	<b>176</b>	<b>215</b>	<b>133</b>	<b>113</b>	<b>309</b>	<b>328</b>

<sup>1)</sup> The table shows remuneration (including attendance fees) paid to elected capital market representatives, in business years 2022 and 2021, respectively, for the previous years.

<sup>2)</sup> Supervisory Board members delegated by means of registered shares or attributable to the Starwood Group as well as employee representatives did not receive any remuneration.

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## DISCLAIMER

This report contains statements and forecasts which refer to the future development of CA Immobilien Anlagen AG and their companies. The forecasts represent assessments and targets which the Company has formulated on the basis of any and all information available to the Company at present. Should the assumptions on which the forecasts have been based fail to occur, the targets not be met or risks materialise, then the actual results may deviate from the results currently anticipated. This report does not constitute an invitation to buy or sell the shares of CA Immobilien Anlagen AG.

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We ask for your understanding that gender-conscious notation in the texts of this report largely had to be abandoned for the sake of undisturbed readability of complex economic matters.

This report is printed on environmentally friendly and chlorine-free bleached paper.

