
REMUNERATION REPORT
FOR BUSINESS YEAR 2024

24

REMUNERATION REPORT FOR CA IMMO

The remuneration report was prepared by the Management Board and Supervisory Board of CA Immo and explains the remuneration system for the Management Board and the Supervisory Board, the amount and structure of individual remuneration components and provides a comprehensive overview of the remuneration granted or owed to current and former members of the Management Board and Supervisory Board in the 2024 financial year.

HIGHLIGHTS OF THE YEAR 2024

Against the backdrop of a challenging market environment, we continued to deliver stable operating performance and solid results in 2024 – rental income and FFO I increased by 3% and 5% respectively, the disposal of 13 non-core assets has been closed at a premium to average book value, and our development pipeline progressed on time and on budget.

Despite the generally subdued landscape for global office demand, we were able to significantly increase our occupancy rate and record a good leasing performance.

Our capital rotation program continued to yield positive results in 2024.

The financial target defined for the 2024 financial year (recurring earnings of over €112m) was exceeded with a FFO I of €120m.

Outlook 2025

We are firmly convinced that we have actively minimized the impact of the current challenging real estate market environment on CA Immo through the various measures taken in recent years and are well positioned to emerge well prepared for future growth when the real estate markets recover again.

Although inflation – and thus interest rates – continue to decline, we are still operating in an uncertain political and economic environment.

While property transaction markets being still more or less illiquid, we saw occupational demand in 2024 in line or slightly ahead of 2023 and rental growth in most of our markets, especially in Berlin and Munich. For 2025, we expect continued bifurcation between prime CBD and non-prime office assets and a decrease in vacancy due to reduced construction activity.

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; 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 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 currently in force was approved by the General Meeting on 10 November 2023 with a majority of 85%; the remuneration report was approved by 89% of the capital represented at the Annual General Meeting in May 2024.

Possible deviations from the remuneration policy

Temporary deviation from the remuneration policy is permissible where necessary to serve the long-term interests and general viability of CA Immo. Diverging from the remuneration policy is thus permitted where an urgent and unforeseeable need arises.

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.

Members of the Management Board are employed under local, Austrian conditions. Employment contracts are concluded with CA Immobilien Anlagen Aktiengesellschaft, Vienna, and are subject to Austrian law. Salaries are defined in euros (gross).

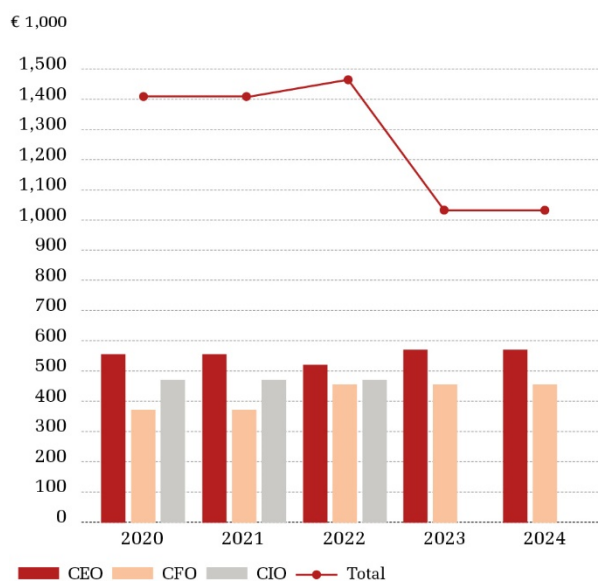
The remuneration package of the individual Management Board members comprises a non-performance-related fixed remuneration (basic salary, remuneration in kind) and, as performance-related (variable) components, a short-term incentive (annual cash bonus) and a long-term incentive (LTI) and may also include other forms of share-based compensation, such as share grants and share options. 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.

Fixed remuneration

The level of fixed remuneration depends on spheres of competence as determined in the schedule of responsibilities. No separate payment is made for accepting mandates in Group companies. The basic salary is paid in advance in 14 equal monthly payments as a non-performance-related component, whereby the 13th and 14th instalments are paid together with the monthly payments for June and November. Management Board members also receive fringe benefits in the form of remuneration in kind (company car, work equipment, travel expenses, insurances, etc.) on the basis of individual regulations in employment contracts. Management Board members are responsible for the payment of all taxes and deductions on the value of non-monetary benefits for private use.

5-YEARS TREND BASE SALARY MANAGEMENT BOARD



Variable remuneration components and performance criteria

Since 1 July 2023, the variable remuneration consists of two elements:

- a **Short-Term Incentive (STI)** linked to (i) non-financial performance criteria as well as (ii) financial performance criteria with a single-year performance period; and
- a **Long-Term Incentive (LTI)** in the form of performance share units involving a five-year vesting period and a payout linked to the total shareholder return at the end of the vesting period. The long-term incentive is part of the CA Immo long-term incentive remuneration programme that applies to Management Board members as well as to selected key employees of the company.

Short-Term Incentive (STI)

The short-term incentive is linked to operational as well as qualitative targets and takes account of both financial and non-financial performance criteria. The short-term incentive is limited with 125% of the annual base salary. The main non-financial performance criteria directly impacting the financial indicators may include occupancy rate, quality of locations and infrastructure, sustainability certifications, local market knowledge, sustainability issues linked to environment, social affairs and corporate governance and further, issues of personnel, strategic, technical, organizational and operational development. The main financial indicators may include Funds from Operations (FFO I), return on equity (ROE), growth of net asset value (NAV) per share and total shareholder return (TSR) including dividend payments.

For the short-term incentive, targets (performance criteria and strategy-related and operational corporate goals) are agreed at the start of every business year, with the attainment level measured at the end of that year. The targets, the value as well as the weighting of certain indicators for the respective business year shall be determined by the Remuneration Committee by 31 March of each calendar year at the latest, considering safeguarding the core business and ensuring alignment with the strategic targets of the company. The level of the short-term incentive actually paid depends on the degree of target attainment (0%-100%). The values agreed and achieved at the end of each business year are compared and confirmed by the Remuneration Committee after review by the company appointed auditor. The audit carried out by the external auditor relates solely on the

achievement of the financial targets rather than the attainment of operational targets, which in turn is evaluated exclusively by the remuneration committee. These target indicators can be graded in such a way that partial fulfilment of the various criteria (and thus partial fulfilment of the relevant performance criteria) is possible. Between the different grades of achievements, a linear interpolation takes place. The short-term incentive is paid directly to the Management Board member as an immediate, annual bonus (i.e. by 31 May following the end of the business year).

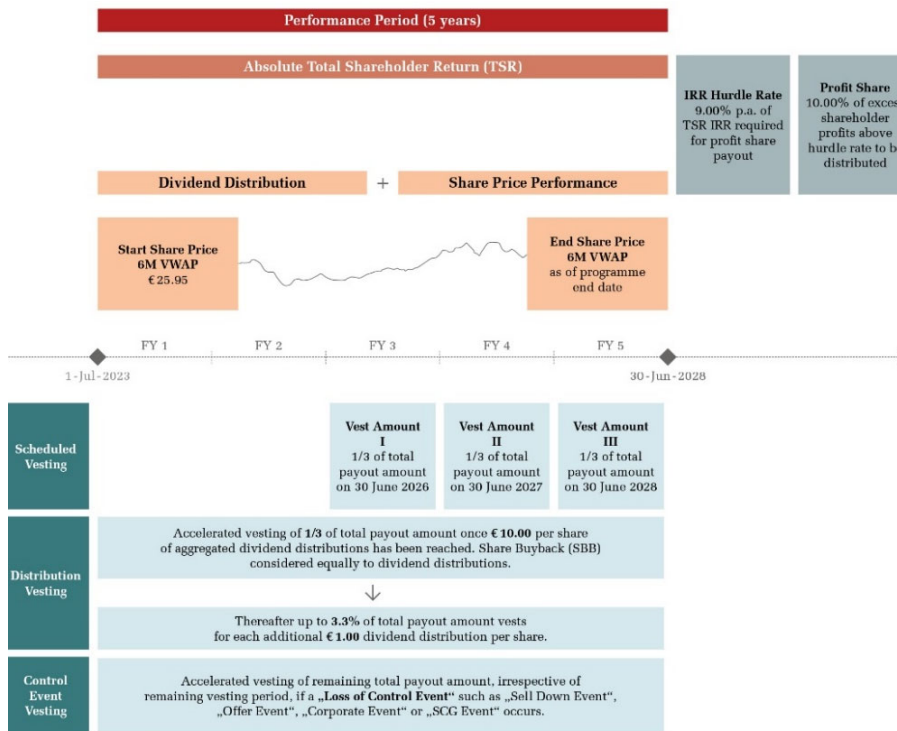
Exceptional performance of a Management Board member in a financial year that is not fully reflected in the short-term incentive may, at the discretion of the Supervisory Board, result in the granting of a special bonus. The special bonus is limited to a maximum of 400% of the basic salary amount.

Long-Term Incentive (LTI)

The present long-term incentive (LTI) was also introduced on 1 July 2023 (inception date). The aim of the LTI is to align the interests of the Management Board and key employees with those of the company's shareholders and to create an incentive for a long-term positive total shareholder return (TSR). Participants in the LTI are allocated **performance share units (PSU)**, which represent a share of the potential profit share volume of the programme. The term (vesting period) is five years, with one third of the PSUs being vested on the third, fourth and fifth anniversary of the inception date. In addition, accelerated vesting may take place in special cases (e.g. dividend distributions of a certain amount, loss of control events).

The starting reference price per PSU shall be the 6-months volume-weighted average share price at the Vienna Stock Exchange (6m-VWAP) at the inception day. The exit reference price per PSU shall be the 6m-VWAP preceding the end of the 5-year programme. The minimum total shareholder return (TSR) hurdle rate required for profit share pay-out under the LTI is 9% p.a., considering all dividends distributed to shareholders during the term of the programme. The profit share per PSU attributable to the holder of the PSU is 10% of the excess shareholder profits above the hurdle rate, as determined by an auditor appointed by the company. Further details can be found in CA Immo's remuneration policy at www.caimmo.com.

LONG-TERM INCENTIVE (LTI) FOR BOARD MEMBERS AND SELECTED KEY EMPLOYEES (FROM 1 JULY 2023)

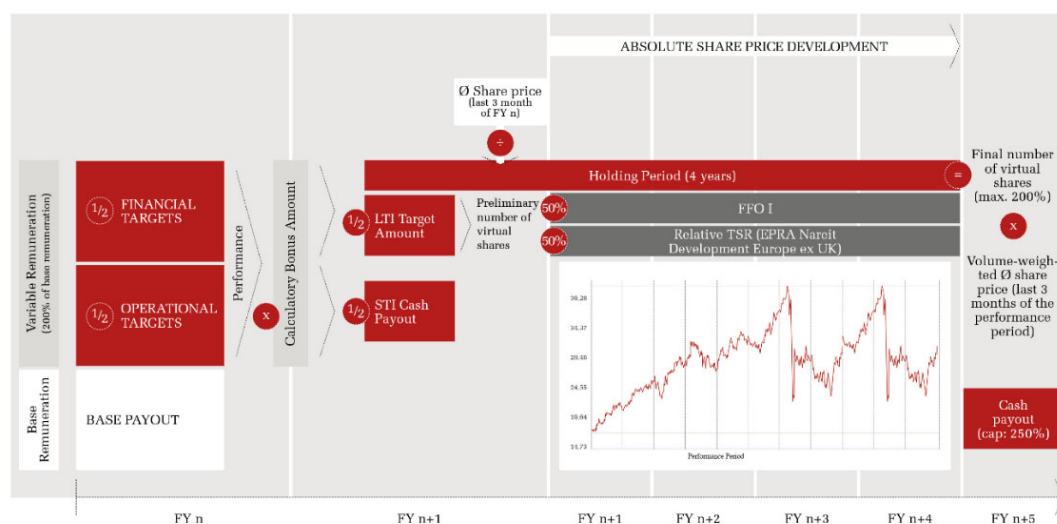


Prior to the introduction of the long-term incentive in the form of performance share units, the LTI was structured as a performance share plan or, before that, in the form of phantom shares, into which 50% of the performance-related remuneration was paid annually, which was paid out in cash after a certain holding period.

The **performance share plan** granted performance-related remuneration in the form of virtual shares in CA Immo. Each tranche started 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 final number of virtual shares was calculated on the basis of the equally weighted performance criteria Funds from Operations (FFO I) and Relative Total Shareholder Return (TSR) against the EPRA Nareit Developed Europe ex UK Index. The target amount of the LTI was divided by the volume-weighted average CA Immo share price (= closing

price on the Vienna Stock Exchange) over the 3-month period prior to 31st December of the respective bonus year to calculate the provisional number of virtual shares. The final number of virtual shares is calculated at the end of the four-year performance period (key date 31.12.) depending on the actual performance, which is determined by comparing the agreed targets with the values actually achieved and expressed as a percentage. The allocation between the performance thresholds is linear. The final number of virtual shares is capped at 200% of the provisional 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. The tranche granted on the basis of this system ends in 2026 (payout in 2027).

PERFORMANCE SHARE PLAN FOR BOARD MEMBERS (EXPIRING BY 2026)



PERFORMANCE CRITERIA PERFORMANCE SHARE PLAN

Performance criteria	Performance thresholds	Allocation
FFO I (weighting 50%)	Maximum with deviation from budget of 20% in 4-years average	200%
	Target value with deviation from budget of 0% in 4-years average	100%
	Threshold and below with deviation from budget of - 5% in 4-years 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%

Under the **phantom share plan**, 50% of the annual performance-related remuneration was converted into phantom shares based on the average share price in the last quarter of the financial year relevant to target achievement. For the LTI tranches launched up to and including 2021, the phantom shares will be paid out in three equal parts in

cash – after a further 12, 24 and 36 months respectively. The phantom shares are converted at the average price of the last quarter of the year preceding the payout year. The last tranche of this LTI programme ran until 2024 (payout in 2025).

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 ('malus'). In the case of poor or negative performance by the company, variable remuneration will be significantly reduced; in the case of negative EBITDA, 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.

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 (STI and LTI) components already paid and refrain from paying as yet unpaid variable remuneration components ('claw-back') including but not limited to the following circumstances: initiation of criminal proceedings, the existence of a final conviction, confirmation by the auditor that there is reason to believe that misleading information has influenced or could have influenced the determination of targets achievement, or actual existence for reason of dismissal.

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.

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.

Pension regulations

For all Management Board members, the pensionable age is the Austrian statutory retirement age. All Management Board contracts contain pension fund agreements for which the company pays annually agreed contributions of 7.5% of the fixed annual gross salary (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 2024, contributions to pension funds for Management Board members totalled €80K (€79K in 2023).

Change of control regulations

The new long-term incentive (LTI) provides for various "loss of control events". Details can be found in the CA Immo remuneration policy at www.caimmo.com.

Entitlements upon termination of the employment contract

Where a Management Board member steps down, the amount of the severance payment is based on the contractual provisions with a maximum payout of one year's basic salary. Payment is forfeited in the event of dismissal due to gross breach of duty, premature resignation or refusal of reappointment by the Management Board member (both) without good cause. If the employment contract is not terminated prematurely for a reason that entitles the company to dismiss the member in accordance with Section 27 of the Austrian Employee Act (AngG), the Management Board member retains all entitlements under the employment contract (including variable remuneration) for a period of 24 months, but no longer than until the end of the term of office. As at the balance sheet date, severance payment provisions for Management Board members totalled €546K (31.12.2023: €432K). There were payment obligations to former (i.e. those in office before 2024) Management Board members arising from variable remuneration components totalling €332K (31.12.2023: €476K).

TOTAL MANAGEMENT BOARD REMUNERATION FOR 2024

In the year under review, total remuneration for Management Board members in office during 2024 (excluding salary-based deductions) stood at €3,242K; the comparable value for the previous year was €5,661K. Salary-based deductions amounted to €230K (2023: €312K).

Fixed remuneration

Fixed salary components totalling €1,156K (2023: €1,346K) were made up of the basic salary of €1,035K (2023: €1,116K), other benefits (in particular remuneration in kind for cars, expense allowances, travel expenses and vacation entitlements) of €42K (2023: €151K) and contributions to pension funds in the amount of €80K (2023: €79K). The changes result from the reduction in the Management Board at the end of the first quarter of 2023. 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).

BASE SALARY

Annual gross salary in €1,000	2024	2023
Keegan Viscius, CEO (from 9.6.2023)	575.0	525.0
Dr. Andreas Schillhofer, CFO	460.0	460.0
Silvia Schmitt-Walgenbach, CEO (from 1.1.2022 to 31.3.2023)	0.0	131.3
Total	1,035.0	1,116.3

Variable remuneration

The annual bonus (short-term incentive) actually paid out on the target achievement level defined for the 2023 financial year (100%) totalled €1,582K in the reporting period (2023: €1,410K on the basis of the target achievement level (71%) determined for the 2022 financial year). In addition, a multi-year bonus totalling €504K was paid out in the reporting year (2023: €680K).

Based on the actual target achievement of 70%, a total bonus entitlement of €906K is calculated for the 2024 financial year. Despite a persistently challenging environment, the 2024 financial year was characterised by a strong operating performance and a fundamental optimisation of corporate processes and structures as well as a smooth spin-off of the construction management subsidiary omni-Con and the associated separation of processes from and a restructuring of the CA Immo Development unit, which made a significant contribution to optimising the cost structure. The Supervisory Board therefore exercised its discretion and granted the Management Board a bonus based on 90% target achievement (i.e. a total of €1,164 K) despite not achieving two financial targets, which will be paid out in full as a short-term incentive in 2025. As at the reporting date of 31 December 2024, the short-term incentive was recognized in the balance sheet on the assumption of 100% target achievement.

Based on the LTI, the members of the Management Board were allocated a total amount of €22.5m for the term of their employment contracts; this corresponds to a stake (performance share units (PSUs)) of 45% of the potential profit share volume of the programme. Provisions for LTI programmes amounted to €2,723K as at the reporting date (31.12.2023: €2,610K). Including ancillary wage costs, the provisions amounted to €2,908K (31.12.2023: € 2,786K).

Special payments and extraordinary items

No severance or special payments were made in the reporting year. In contrast, a one-off severance payment of €1,525K was paid to Silvia Schmitt-Walgenbach in 2023 as a result of the premature termination of her Management Board mandate.

In 2023, the serving members of the Management Board received a stay-on bonus totalling €700K in 2023 for the purpose of additional retention, in return for which the members of the Management Board were obliged to acquire shares in the company within one month after payment in the aforementioned gross amount and to hold them for a period of two years, i.e. at least until 30 June 2025.

MANAGEMENT BOARD REMUNERATION IN FISCAL YEAR 2024 INCL. PRIOR-YEAR COMPARISON¹⁾

In € 1,000		Fixed remuneration		Variable remuneration ³⁾		Extra-ordinary items	Pension expense	Total remuneration	Proportion of fixed and variable remuneration		
Name of Management Board member / position		Base salary	Fringe benefits ²⁾	STI	LTI				fixed	variable	
Keegan Viscius (CEO)	2024	575.0	17.7	834.4	281.4	0.0	44.2	1,752.7	36%	64%	
	1.11.2018-30.6.2028	2023	525.0	15.3	337.4	403.6	500.0	40.4	1,821.7	32%	68%
Andreas Schillhofer (CFO)	2024	460.0	24.1	747.5	222.1	0.0	35.4	1,489.1	35%	65%	
	1.6.2019-30.6.2028	2023	460.0	33.5	326.7	276.2	200.0	32.1	1,328.5	40%	60%
Silvia Schmitt-Walgenbach (CEO)	2024	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
	1.1.2022-31.3.2023	2023	131.3	101.8	745.8	0.0	1,525.0	6.7	2,510.6	10%	90%
Total	2024	1,035.0	41.9	1,581.9	503.5	0.0	79.6	3,241.8	36%	64%	
Total	2023	1,116.3	150.6	1,409.9	679.8	2,225.0	79.1	5,660.8	24%	76%	

- 1) The table shows the remuneration actually granted (paid out) in the respective financial years.
 2) Fringe benefits (company car, allowances and travel expenses, vacation entitlements, 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 2024 INCL. PRIOR-YEAR COMPARISON¹⁾

In € 1,000		Fixed remuneration		Variable remuneration ³⁾		Extra-ordinary items	Pension expense	Total remuneration	Proportion of fixed and variable remuneration		
Name of Management Board member / position		Base salary	Fringe benefits ²⁾	STI	LTI				fixed	variable	
Keegan Viscius (CEO)	2024	575.0	17.7	646.9	0.0	0.0	44.2	1,283.8	50%	50%	
	1.11.2018-30.6.2028	2023	525.0	15.3	834.4	0.0	500.0	40.4	1,915.1	30%	70%
Andreas Schillhofer (CFO)	2024	460.0	24.1	517.5	0.0	0.0	35.4	1,037.0	50%	50%	
	1.6.2019-30.6.2028	2023	460.0	33.5	747.5	0.0	200.0	32.1	1,473.1	36%	64%
Silvia Schmitt-Walgenbach (CEO)	2024	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
	1.1.2022-31.03.2023	2023	131.3	101.8	0.0	0.0	1,525.0	6.7	1,764.8	14%	86%
Total	2024	1,035.0	41.9	1,164.4	0.0	0.0	79.6	2,320.8	50%	50%	
Total	2023	1,116.3	150.6	1,581.9	0.0	2,225.0	79.1	5,152.9	26%	74%	

- 1) The table shows the entitlement to remuneration accrued in the respective financial years.
 2) Fringe benefits (company car, allowances and travel expenses, vacation entitlements, etc.)
 3) Shows the bonus entitlement accrued in the respective fiscal year based on the target achievement as determined by the Remuneration Committee.

PERFORMANCE OF MANAGEMENT BOARD MEMBERS IN THE REPORTED FINANCIAL YEAR¹⁾

Description of the criteria related to the remuneration component	Relative weighting of the performance criteria	Information on performance targets ⁵⁾		
		a) Minimum target/ performance and b) corresponding award	a) Maximum target/ performance and b) corresponding award	a) Measured performance and b) actual award
Financial Targets	50.0%			20.0%
Adjusted Return on Equity (ROE) before tax ²⁾	15.0%	a) $\geq 0.0\%$ b) 0.0%-100.0% ⁵⁾	a) $\geq 2.4\%$ b) 100.0%	a) -2.9% b) 0.0%
Adjusted Funds from Operations (FFO I) ³⁾	20.0%	a) $\geq \text{€}100.0\text{m}$ b) 0.0%-100.0% ⁵⁾	a) $\geq \text{€}112.3\text{m}$ b) 100.0%	a) $\text{€}120.0\text{m}$ b) 100.0%
Adjusted Net Asset Value (NAV) growth per share ⁴⁾	15.0%	a) $\geq 0.0\%$ b) 0.0%-100.0% ⁵⁾	a) $\geq 1.5\%$ b) 100.0%	a) -5.4% b) 0.0%
Operational Targets	50.0%			50.0%
Transactions: • Sale of non-core asset. • Market screening for strategic / financially acquisitions in core markets. • Preparation of non-core portfolio to launch structured marketing process.	5.0%	a) $\text{€}250.0\text{m}$	n/a	100.0%
Liquidity & Balance Sheet: • Implementation of strategy to cover upcoming maturities. • Maintain IG rating together with a minimum cash level (restricted / unrestricted) of $\text{€}300\text{m}$. • Maintain sufficient positioning to allow for return of capital to shareholders in event of excess liquidity.	5.0%	a) $\text{€}300.0\text{m}$	n/a	100.0%
ESG: • Implement necessary steps to ensure EU Taxonomy and CSRD/ESRS reporting. • Review current ESG ratings/standards (Sustainalytics, Moody's, CDP, EPRA sBPR, MSCI, ISS ESG) and optimization with regard to the implementation of CSRD/ESRS reporting.	15.0%	n/a	n/a	100.0%
Simplify Organisation: • Restructuring of non-core activities.	15.0%	n/a	n/a	100.0%
Development: • Review of all active development / active zoning projects and re-underwriting of financials with aim to reduce costs and improve profitability.	5.0%	n/a	n/a	100.0%
Corporate Office: • Guideline management: Review of all CA Immo guidelines in order to maintain good corporate governance.	5.0%	n/a	n/a	100.0%
Total	100.0%			70.0%⁶⁾

1) The performance refers equally to all Management Board members, i.e. in 2024 to Keegan Viscius (CEO) and Andreas Schillhofer (CFO).

2) Adjusted Return on Equity (ROE) = earnings before taxes (EBT) / average shareholders' equity adjusted for any special dividends or extraordinary events.

3) Adjusted Funds from Operations (FFO I) = adjusted for any special dividends or extraordinary events.

4) Adjusted Net Asset Value (NAV) growth per share = adjusted for any special dividends or extraordinary events.

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

6) Despite not achieving two financial targets, the Remuneration Committee or Supervisory Board decided to grant the Management Board 90% target achievement.

VARIABLE REMUNERATION OF THE MANAGEMENT BOARD

in €		Main conditions for the variable remuneration				Bonus split		STI...				Reference share price ³⁾	Total no. of phantom shares
Fiscal Year	Annual base salary	Bonus opportunity ¹⁾	Defined Target achievement	Calculatory bonus amount	Split ⁴⁾	2022	2023	2024	2025				
Keegan Viscius, CEO	2019	€475,000	€950,000	93.75%	€890,625	STI	€445,313	€-	€-	€-	€-	€35.12	12,680
						LTI	€445,313	€-	€-	€-	€-		
	2020	€475,000	€950,000	90.00%	€855,000	STI	€427,500	€-	€-	€-	€-	€27.54	15,523
						LTI	€427,500	€-	€-	€-	€-		
	2021	€475,000	€950,000	88.80%	€843,600	STI	€421,800	€421,800	€-	€-	€-	€36.69	11,496
						LTI	€421,800	€-	€-	€-	€-		
	2022	€475,000	€950,000	71.03%	€674,785	STI	€337,393	€-	€337,393	€-	€-	€29.80	11,322
						LTI	€337,393	€-	€-	€-	€-		
	2023	€525,000	€834,375	100.00%	€834,375	STI	€834,375	€-	€-	€834,375	€-	€25.95	
						LTI	€15,000,000	€-	€-	€-	€-		
	2024	€575,000	€718,750	90.00%	€646,875	STI	€646,875	€-	€-	€-	€646,875		
						LTI	€-	€-	€-	€-	€-		
Andreas Schillhofer, CFO	2019	€218,750	€437,500	93.75%	€410,156	STI	€205,078	€-	€-	€-	€-	€35.12	5,839
						LTI	€205,078	€-	€-	€-	€-		
	2020	€375,000	€750,000	90.00%	€675,000	STI	€337,500	€-	€-	€-	€-	€27.54	12,255
						LTI	€337,500	€-	€-	€-	€-		
	2021	€375,000	€750,000	88.80%	€666,000	STI	€333,000	€333,000	€-	€-	€-	€36.69	9,076
						LTI	€333,000	€-	€-	€-	€-		
	2022	€460,000	€920,000	71.03%	€653,476	STI	€326,738	€-	€326,738	€-	€-	€29.80	10,965
						LTI	€326,738	€-	€-	€-	€-		
	2023	€460,000	€747,500	100.00%	€747,500	STI	€747,500	€-	€-	€747,500	€-	€25.95	
						LTI	€7,500,000	€-	€-	€-	€-		
	2024	€460,000	€575,000	90.00%	€517,500	STI	€517,500	€-	€-	€-	€517,500		
						LTI	€-	€-	€-	€-	€-		
Andreas Quint, CEO	2019	€560,000	€1,120,000	93.75%	€1,050,000	STI	€525,000	€-	€-	€-	€-	€35.12	14,949
						LTI	€525,000	€-	€-	€-	€-		
	2020	€560,000	€1,120,000	90.00%	€1,008,000	STI	€504,000	€-	€-	€-	€-	€27.54	18,301
						LTI	€504,000	€-	€-	€-	€-		
	2021	€560,000	€1,120,000	88.80%	€994,560	STI	€497,280	€497,280	€-	€-	€-	€36.69	13,554
						LTI	€497,280	€-	€-	€-	€-		

¹⁾ Until 30.6.2023: 200% of the annual base salary; as of 1.7.2023: 125% of annual base salary

²⁾ 50% STI and 50% LTI for all bonus entitlements accrued up to and including 2022; as of 1.7.2023: 125% of the annual base salary as STI and LTI allocation of potential profit share volume

³⁾ Average share price of the last quarter of the respective year for LTI tranches starting before 2022; average volume-weighted share price for the 2023-2026 tranche;

6-months volume-weighted average share price for the new LTI

⁴⁾ Depending on share price development in the respective subsequent years

⁵⁾ No payout from any LTI tranche in 2026

⁶⁾ Depending on share price development and dividend payments in the respective subsequent years

No. phantom shares/ payment year	Share price Q4-2021	2022		2023		LTI...		2024		2025		2026 ⁵⁾	2027		2028
		Payout	No. phantom shares/ payment year	Share price Q4-2022	Payout	No. phantom shares/ payment year	Share price Q4-2023	Payout	No. phantom shares/ payment year	Share price Q4- 2024 ⁴⁾	Payout	No. phantom shares/ payment year	Share price Q4- 2026 ⁴⁾	Expected payout ⁴⁾	Expected payout ⁶⁾
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	€31.24	€161,651							
			3,832	€30.50	€116,879	3,832	€31.24	€119,719	3,832	€23,79	€91,162				
												11,322	n/a	n/a	
															€15,000,000
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	€31.24	€127,619							
			3,025	€30.50	€92,273	3,025	€31.24	€94,515	3,025	€23,79	€71,970				
												10,965	n/a	n/a	
															€7,500,000
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	€31.24	€190,578							
			4,518	€30.50	€137,794	4,518	€31.24	€141,143	4,518	€23,79	€107,475				

5-YEAR COMPARISON OF MANAGEMENT BOARD REMUNERATION VERSUS COMPANY PERFORMANCE

in €						
	2020 vs 2019	2021 vs 2020	2022 vs 2021	2023 vs 2022	2024 vs 2023	CAGR ¹⁾ 2020-2024
Annual change						
Total remuneration Management Board²⁾						
Andreas Quint, CEO	1,568,000	1,554,560				
	-3%	-1%				
Silvia Schmitt-Walgenbach, CEO			1,270,815			
			-18%			
Keegan Viscius, CEO				1,293,750	1,221,875	
				+2%	-6%	
Change CEO (year-on-year)	-3%	-1%	-18%	+2%	-6%	
Andreas Schillhofer, CFO	1,050,000	1,041,000	1,113,476	1,035,000	977,500	
	-3%	-1%	+7%	-7%	-6%	
Change CFO (year-on-year)	-3%	-1%	+7%	-7%	-6%	
Keegan Viscius, CIO	1,330,000	1,318,600	1,149,785			
	-3%	-1%	-13%			
Change CIO (year-on-year)	-3%	-1%	-13%			
Average	1,316,000	1,304,720	1,178,025	1,164,375	1,099,688	
Total Management Board increase (year-on-year)	-3%	-1%	-10%	-1%	-6%	-4%
Company's performance						
FFO I in € m	133.8	128.3	125.3	113.8	120.0	
	+0%	-4%	-2%	-9%	+5%	-3%
EBITDA in € m	195.6	210.1	149.5	322.1	174.8	
	+14%	+7%	-29%	+115%	-46%	-3%
Rental income in € m	235.6	229.1	213.8	231.4	238.9	
	+7%	-3%	-7%	+8%	+3%	+0%
NAV per share in €	33.63	37.67 ³⁾	38.89	30.45 ³⁾	26.37	
	+5%	+12%	+3%	-22%	-13%	-6%
TSR Development	-14%	+16%	-7%	+27%	-26%	n/a
Average remuneration⁴⁾ on 1 FTE basis of employees⁵⁾						
in €						
Managers ⁶⁾	166,775	164,355	174,406	188,762	198,919	
	+7%	-2%	+6%	+8%	+5%	+5%
Employees	67,853	68,969	72,615	78,195	78,785	
	+4%	+2%	+5%	+8%	+1%	+4%

1) CAGR: Compound Annual Growth Rate

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

3) NAV per share adjusted by special dividend

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

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

6) 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 selected employees 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 EBITDA. In addition, selected key employees participate in a share price-based remuneration scheme (see Performance Share Plan ("LTI" for executives) or, in line with the same scheme as the Management Board, in the new long-term incentive introduced in 2023 in the form of performance share units.

Performance share plan (LTI) for executives

The LTI programme for executives takes account of value creation of CA Immo over the long term. The LTI is revolving and does not involve any personal investment. This remuneration element is aimed at first-level managers along with branch managers, as well as internal experts and leadership talents. 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. Each tranche starts with a target value based on the executive's respective function, which would be received at the end of the term of the respective tranche if 100% of the targets were achieved. The amount allocated to a performance criterion is determined by comparing agreed targets with values actually achieved and expressed as a percentage. Allocation between the performance thresholds is linear. 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.

For the 2020-2023 LTI tranche, the target achievement level at the end of 2023 was 168% or a cash value of €31.09 per share participating in this LTI programme. Based on these calculations, a total amount of €505K was paid out in 2024 for a total of 9,684 participating shares.

As part of the revolving performance share plan, provisions (including ancillary wage costs) for the current tranches totalled €2,142.1K as at 31 December 2024 (as of 31 December 2023: €2,176K); the provisions (including ancillary wage costs) for the performance share units (PSU) programme totalled €1,949K as at 31 December 2024 (as of 31 December 2023: €1,341K).

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. The structure of Supervisory Board remuneration is regularly reviewed to ensure compliance with Austrian, European and international corporate governance recommendations and provisions. Remuneration is solely on a fixed basis. The appropriateness of the remuneration level is evaluated at regular intervals on the basis of regional and sector-specific benchmark studies.

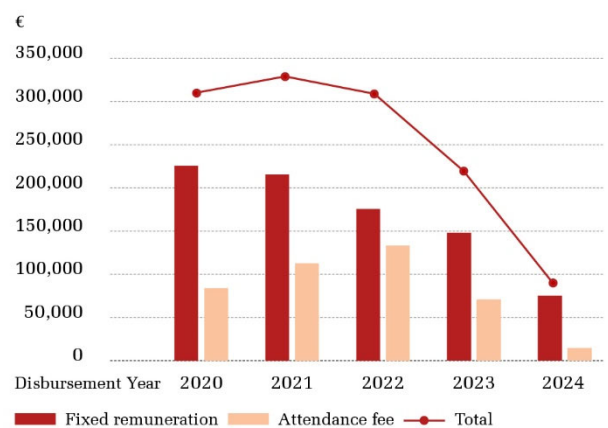
The level of total remuneration reflects the responsibility and complexity of the duties of Supervisory Board members as well as the business and financial situation of the company. Remuneration takes account of the individual roles and responsibilities of Supervisory Board members, including acting as (Deputy) Chairperson of the Supervisory Board; attendance fees are paid for accepting committee mandates. Supervisory Board remuneration is structured so as to facilitate appropriate oversight of the Management Board as well as independent decision-making on Supervisory Board staffing and pay.

Since 2017 the annual fixed remuneration has been unchanged at €30K. 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 to their basic pay, Supervisory Board members received an attendance fee of €1,000 for every Supervisory Board and committee meeting they attend. Moreover, appropriate expenses incurred in the course of Supervisory Board activity (including applicable VAT) are reimbursed to members. Employee representatives perform their Supervisory Board mandates on a voluntary basis and therefore only receive their cash expenses for activities related to the mandate. Supervisory Board members delegated by means of registered shares or attributable to the Starwood Group do not currently receive any remuneration either. Members and chairpersons of committees also do not receive any additional remuneration for committee activities. No loans or

advances are paid to Supervisory Board members on principle. In addition, no company pension plans are provided for Supervisory Board members at CA Immo.

Total remuneration of €75K (€219K in 2023) was paid in business year 2024 (for 2023). Of this, attendance fees accounted for a total of €15K (€71K in 2023). Moreover, expenditure of €81K was reported in connection with the Supervisory Board in business year 2024 (2023: €49K). Of this, cash outlays for travel expenses accounted for €25K (2023: €5K) and other expenditure (including training and licensing costs) accounted for €39K (2023: €28K). Legal and other consultancy costs amounted to €17K (€16K in 2023). No other fees (particularly for consultancy or brokerage activities) were paid to Supervisory Board members, and no loans or advances were paid.

5-YEARS TREND SUPERVISORY BOARD



D&O INSURANCE

At CA Immo Group level, D&O manager liability insurance with coverage of €100m 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.

REMUNERATION OF THE SUPERVISORY BOARD¹⁾

€1,000	Fixed remuneration		Attendance fee		Total	
	2024	2023	2024	2023	2024	2023
Supervisory Board members in office as at 31.12.2023:						
Elected by the Annual General Meeting:						
Jeffrey G. Dishner ²⁾ (since 9.5.2019 previously from 28.9.2018 appointed by registered share), 2 nd Deputy Chairman	-	-	-	-	-	-
Torsten Hollstein (since 3.5.2016), Chairman	60	60	15	19	75	79
Appointed by registered shares:						
Sarah Broughton ²⁾ (since 28.9.2018)	-	-	-	-	-	-
David Smith ²⁾ (since 1.11.2022), 1 st Deputy Chairman	-	-	-	-	-	-
Employee representatives:						
Georg Edinger ²⁾ (since 3.5.2016)	-	-	-	-	-	-
Sebastian Obermair ²⁾ (since 22.3.2016)	-	-	-	-	-	-
Former Supervisory Board members:						
Elected by the Annual General Meeting:						
Professor Dr. Klaus Hirschler (until 30.10.2022)	-	25	-	16	-	41
Michael Stanton (until 30.10.2022)	-	25	-	20	-	45
Dr. Monika Wildner (until 30.10.2022), Deputy Chairman	-	38	-	16	-	54
Total	60	148	15	71	75	219

¹⁾ The table shows remuneration (including attendance fees) paid to elected Supervisory Board members, in business years 2024 and 2023, respectively, for the previous years.

²⁾ 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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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.

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