

Remuneration Report 2024

for

**the Executive Board and the
Supervisory Board of CPI Europe AG**

I. Financial performance of CPI Europe in the 2024 financial year at a glance

The development of the business of CPI Europe reflected a positive 2024 financial year. This sound development was primarily based on the strategic retail and office property acquisitions and higher like-for-like rental income. The rental income rose by 10.4% to EUR 589.2 million, and the results of asset management were 17% higher than the previous year at EUR 489.6 million. The net profit of CPI Europe in the 2024 financial year increased to EUR 109.3 million and the earnings per share to EUR 0.79.

Despite the difficult macroeconomic environment, the results of operations continued to increase by a significant 43.3% to EUR 408.7 million.

Funds from Operations 1 after taxes (FFO 1) improved by 20.2% to EUR 274.5 million.

The EPRA Net Tangible Assets (NTA) per share increased from EUR 28.00 at the end of the 2023 financial year to EUR 30.49 at the end of the 2024 financial year.

The CPI Europe share started the 2024 financial year at EUR 21.05. With a closing price of EUR 14.92 as of December 31, 2024, the share price has decreased by around 29% since the beginning of the year.

II. Executive Board remuneration

The Supervisory Board of CPI Europe last revised the Remuneration Policy for the members of the Executive Board in the 2022 financial year. With the updated Remuneration Policy, a more flexible adaptation of the Executive Board remuneration was intended in order to be able to react to various company-specific situations. The variable remuneration is closely linked to corporate management and focused on the long-term and sustainable development of CPI Europe. In accordance with Section 78b (1) AktG, the updated Remuneration Policy for the Executive Board of CPI Europe was approved by the Annual General Meeting on July 12, 2022, with 95.68% of the votes of the share capital present. The Remuneration Policy is available on the CPI Europe website at [CPI Europe | Corporate Governance | Remuneration Policy and Remuneration Report](#).

The Remuneration Report for the 2023 financial year was approved by the Annual General Meeting on May 29, 2024, with 96.26% of the votes of the share capital present. The voting result motivated us to retain the level of detail in the disclosure of the Executive Board and Supervisory Board remuneration for the financial year. Therefore, no changes were made to the general structure of the Remuneration Report for the 2024 financial year.

Main features of the Executive Board remuneration

The main features of the Remuneration Policy for the Executive Board can be summarized as follows:

Fixed remuneration		Application in the 2024 financial year
Base salary	Aligned to the scope of activities and responsibilities of the respective Executive Board member Payment in fourteen equal installments	✓
Additional benefits	<ul style="list-style-type: none"> - Defined-contribution pension fund (APK Pensionskasse AG) - Accident insurance - D&O insurance - Legal protection insurance - Additional fringe benefits (e.g. company car) 	✓
One year variable remuneration – short-term incentive (STI)		
Cap	Maximum payment amount capped at 130% of the contractually defined target amount	
Target achievement corridor	Possible achievement of the performance targets ranges from 0% (minimum value) and 130% (maximum value)	
Performance targets	<ol style="list-style-type: none"> 1. <u>Financial targets (equally weighted)</u> <ul style="list-style-type: none"> - Results of asset management (40 – 50%) - Funds from operations 1 (before taxes) (40 – 50%) 2. <u>Individual and stakeholder targets (0 – 20%)</u> <ul style="list-style-type: none"> - Individual performance - ESG targets 	✓
Payment date	The final settlement is made with the next possible salary payment after approval of the annual financial statements for the financial year	
Multi-year variable remuneration – long-term incentive (LTI)		
Plan type	Performance cash plan (annual grant at the discretion of the Personnel and Nominating Committee)	
Performance period	Four years	
Cap	Maximum payment amount capped at 250% of the contractually defined target amount	
Target achievement corridor	Possible achievement of the performance targets ranges from 0% (minimum value) to 250% (maximum value)	✓
Performance targets	<ol style="list-style-type: none"> 1. Relative total shareholder return (50%) 2. Difference between the discount of share price to EPRA net asset value (NAV) or Net Tangible Assets (NTA) per share compared to the comparison group in percentage points (50%) 	
Payment date	In the first financial year following the end of the relevant performance period with the next possible salary payment after approval the annual financial statements	

Special bonus (maximum 250% of target remuneration)

Occasion-related decision of the Supervisory Board	Extraordinary performance, e.g., in connection with M&A transactions and implementation of major projects with significant volumes of strategic importance	✓
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Miscellaneous

Share ownership guidelines	Investment in CPI Europe AG shares amounting to 30% of gross base salary	✓
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Malus and clawback regulations	Option to withhold and reclaim variable remuneration contractually implemented	✗
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Executive Board remuneration in the 2024 financial year

This Remuneration Report reflects the application of the Executive Board’s Remuneration Policy for the 2024 financial year and will be submitted to the 2025 Annual General Meeting for approval.

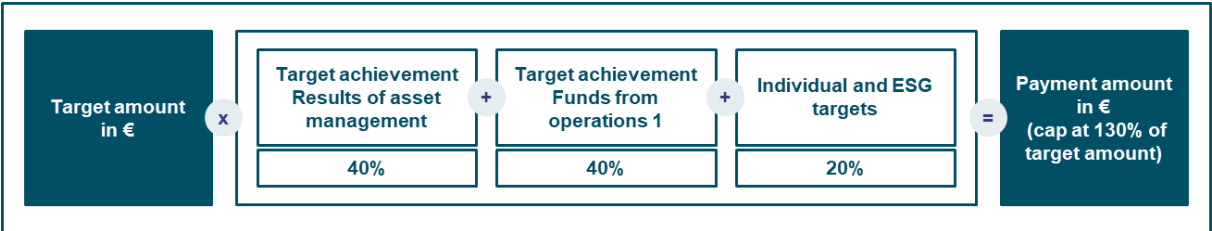
In the following, it is shown how the individual remuneration components were applied in the 2024 financial year. Numbers may not add up exactly due to rounding of figures.

Details on the one-year variable remuneration (STI) awarded in the 2024 financial year

The STI particularly incentivizes the sustainable growth strategy of CPI Europe as well as the increased profitability as measured by two central financial targets. In addition, individual and ESG targets can also be taken into account in order to include, among others, environmental, social and governance (ESG) targets in the Executive Board remuneration.

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

The functionality of the STI 2024



Determination of the payment amount

The payment amount of the STI is calculated by multiplying the annual target amount by the respective weighted target achievement of the performance targets. Besides individual and ESG targets, the STI 2024 is based on two key financial performance indicators of CPI Europe, which are of high strategic relevance as core management indicators:

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

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

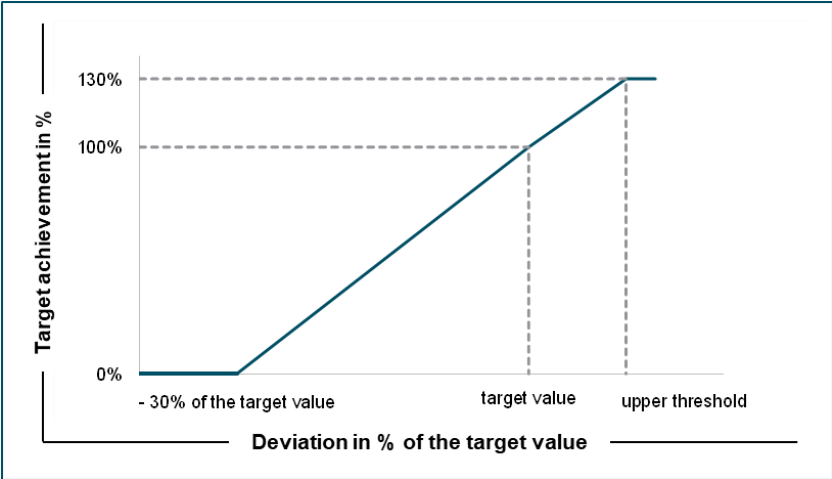
Results of asset management include rental income, other revenues, operating expenses and income as well as expenses directly attributable to property assets. This indicator measures the earning power of the existing investment business of CPI Europe and is essential for the long-term and sustainable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

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

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

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

Target achievement curve of the financial performance targets in the STI:



The agreed target values as well as the actual results and the resulting target achievements for the 2024 financial year are shown in the following table:

Performance target	Target value	Actual value	Target achievement
Results of asset management	482,823	489,602	104%
Funds from Operations 1 (before taxes)	284,132	288,712	105%

In addition to the two financial performance targets, the STI 2024 also includes an individual component. It takes into account the individual performance of the Executive Board members and major projects of CPI Europe as well as ESG targets. The individual component is included in the calculation of the STI payment amount with a weighting of 20%. The target achievement of the individual and ESG targets is also capped at 130% of the target amount.

The following individual and ESG targets have been set for Radka Doehring for the 2024 financial year:

- Reporting according to CSRD
- Innovative reduction of GHG emission
- Further rollout of new photovoltaic (PV) plants

The target achievement for the individual and ESG targets was set at 105% for Radka Doehring.

For Pavel Měchura, the following individual and ESG targets have been set for the 2024 financial year:

- Implementation of the project Business Central in AT
- Improvement of Corporate Governance Guidelines and Processes
- Successful refinancing of loans (Warsaw Spire)

The target achievement for the individual and ESG targets was set at 105% for Pavel Měchura.

Overall, this resulted in the following total target achievements for Radka Doehring and Pavel Měchura for the 2024 financial year:

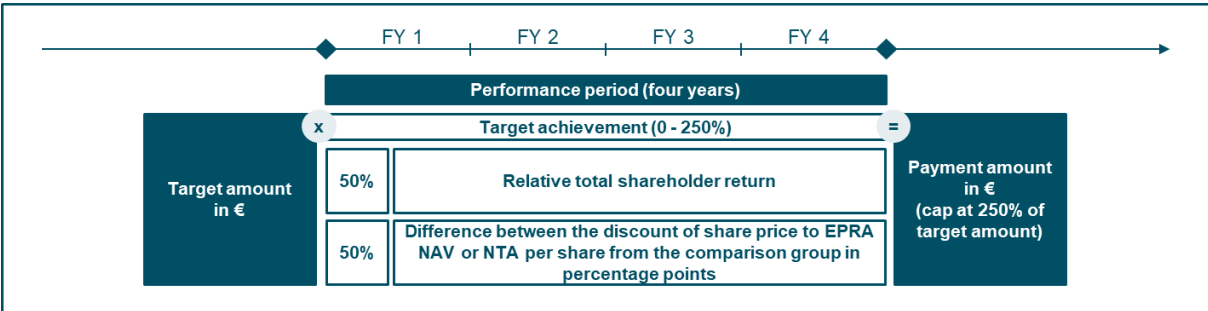
Performance target	Weighting	Radka Doehring Executive Board Member	Pavel Měchura Executive Board Member
Results of asset management	40 %	104 %	104 %
Funds from Operations 1 (before taxes)	40 %	105 %	105 %
Individual and ESG targets	20%	105 %	105 %
Overall target achievement		105 %	105 %

Details on the multi-year variable remuneration (LTI) awarded in the 2024 financial year

For each financial year, the Personnel and Nominating Committee has the option to grant a LTI in the form of a performance cash plan with a performance period of four years. In the 2024 financial year, a LTI was granted.

The LTI granted in the 2024 financial year follows the system described in the Remuneration Policy. The respective Executive Board member receives a conditional grant for a remuneration amount (target amount). The final payment amount depends on the target achievement of the performance targets defined in the Remuneration Policy and is limited to 250% of the target amount (cap).

The functionality of the LTI



Determination of the payment amount

The final payment amount depends on two performance targets. A target that reflects the relationship between the fair value of CPI Europe equity and market valuation and an external, capital market-oriented target:

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

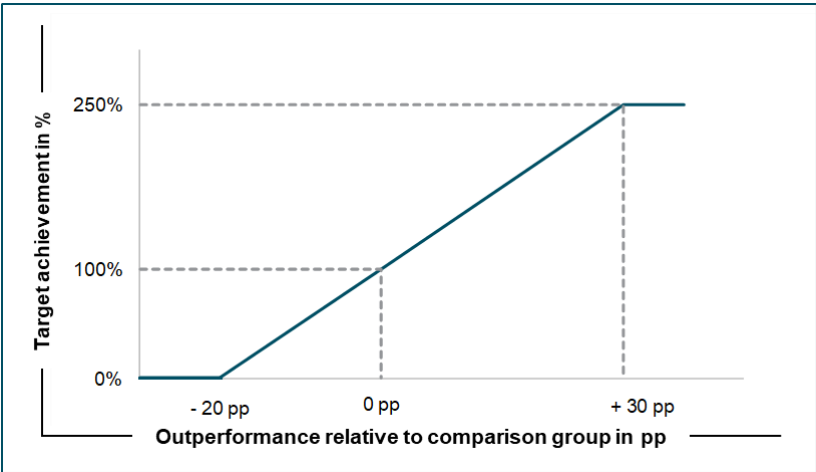
The possible target achievement for both performance targets lies between 0% and 250%. Both performance targets are included in the calculation of the final target achievement with a weighting of 50% each. This target achievement is multiplied by the respective target amount and results in the final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

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

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

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

Relative TSR target achievement curve

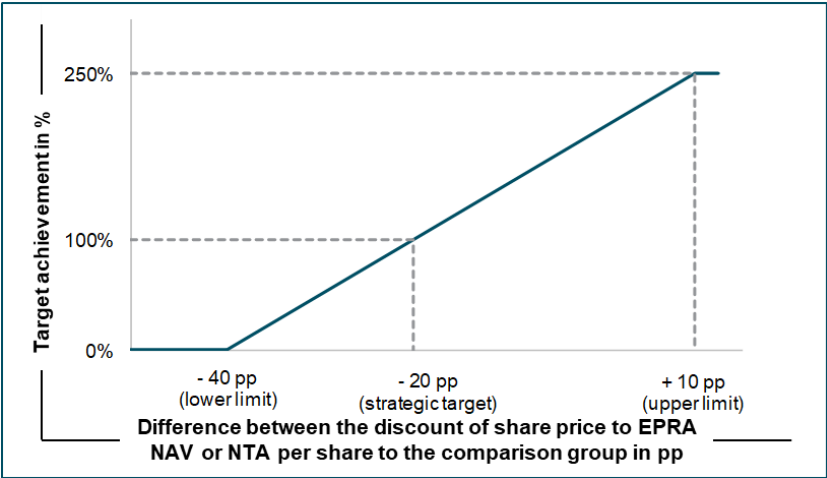


The **discount of share price to the EPRA NAV or NTA per share** is calculated by comparing the share price at the end of the performance period with the EPRA NAV or NTA per share. The performance indicator discount of share price to the EPRA NAV or NTA per share is designed to align the value of the CPI Europe share as closely as possible with its EPRA NAV or NTA per share and improve its relative position compared to relevant competitors. By using

the EPRA NAV component or NTA component, the fair value of equity is presented on a long-term basis and investors are given an overview of the company’s sustainable asset position. The discount of share price to EPRA NAV or NTA per share of CPI Europe is compared with the average discount of share price to the EPRA NAV or NTA per share of the companies in the FTSE EPRA Nareit Developed Europe ex UK Index. To determine the target achievement, the difference effectively achieved at the end of the performance period is compared with the strategic target for the respective performance period.

The values determined by the Personnel and Nominating Committee for the 2024 tranche for the lower limit, the strategic target and the upper limit are as follows:

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



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

Special bonus

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

On this basis, the Supervisory Board has decided to grant Radka Doehring and Pavel Měchura a one-time special bonus for their exceptional performance in the 2024 financial year.

Both, Radka Doehring and Pavel Měchura, were able to strengthen CPI Europe in its transition period during the squeeze out of S IMMO AG. In addition, they were responsible for the further successful integration of S IMMO AG and the corporate restructuring during the 2024 financial year resulting in strong synergies within CPI Europe.

For this exceptional performance, Radka Doehring receives a special bonus of EUR 200,000 and Pavel Měchura receives a special bonus of EUR 80,000.

Investment in CPI Europe shares (share ownership guidelines, SOG)

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

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

As of December 31, 2024, Radka Doehring and Pavel Měchura did not hold any shares in CPI Europe AG.

Remuneration of affiliated companies

Radka Doehring was appointed to the Executive Board of S IMMO AG as of June 17, 2023. For her activities as member of the Executive Board of S IMMO AG in 2024, Radka Doehring received a base salary of EUR 216,000 and a variable remuneration of EUR 324,000. This results in a total remuneration of EUR 540,000 (excluding pension contributions).

Pavel Měchura was appointed to the Executive Board of S IMMO AG as of December 11, 2024. For his activities as member of the Executive Board of S IMMO AG in 2024, Pavel Měchura received a base salary of EUR 5,185 (and no variable remuneration).

For further details, please refer to the Remuneration Report of S IMMO AG. The remuneration of Radka Doehring and Pavel Měchura is not offset against the remuneration they receive for the membership of the Executive Board of CPI Europe AG.

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

Malus and clawback regulations

No use was made of the possibility of withholding or reclaiming variable remuneration in the 2024 financial year.

Remuneration amount of the Executive Board for the 2024 financial year

In order to compensate for the increase in inflation in recent years, the base salary of the Executive Board members Radka Doehring and Pavel Měchura was increased by 9% each in the 2024 financial year resulting in an overall increase in the target direct remuneration (base salary, target amount of the STI and target amount of the LTI) by approximately 8% for Radka Doehring and by approximately 6% for Pavel Měchura respectively.

The amount of Executive Board remuneration for the 2024 financial year is shown in the following overview:

in EUR		Radka Doebling (since May 1, 2022)			
		2024		2023	
		Awarded	Due	Awarded	Due
Fixed remuneration	Base salary	576,348		479,441	
	Compensation in kind	11,694		20,342	
	Contributions to pension fund	57,635		43,012	
	Contributions to employee benefit fund	7,558		6,288	
	Total fixed remuneration	653,236		549,082	
Fixed remuneration as a % of total remuneration		57%	63%	47%	51%
Variable remuneration	One-year variable remuneration	172,905	180,720	143,832	185,127
	Multi-year variable remuneration	120,000	-	120,000	-
	Special bonus	200,000		350,000	
	Total variable remuneration	492,905	380,720	613,832	535,127
	Variable remuneration as a % of total remuneration	43%	37%	53%	49%
Total remuneration		1,146,140	1,033,956	1,162,914	1,084,209

in EUR ¹		Pavel Měchura (since June 16, 2023)			
		2024		2023	
		Awarded	Due	Awarded	Due
Fixed remuneration	Base salary	218,000		108,333	
	Compensation in kind	-		-	
	Contributions to pension fund	-		-	
	Contributions to employee benefit fund	2,859		1,989	
	Total fixed remuneration	220,859		110,322	
Fixed remuneration as a % of total remuneration		45%	60%	38 %	48 %
Variable remuneration	One-year variable remuneration	65,400	68,356	32,500	41,831
	Multi-year variable remuneration	120,000	-	65,000	-
	Special bonus	80,000		80,000	
	Total variable remuneration	265,400	148,356	177,500	121,831
	Variable remuneration as a % of total remuneration	55%	40%	62 %	52 %
Total remuneration		486,259	369,215	287,822	232,153

¹ Pro-rata remuneration for the 2023 financial year.

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

Awarded and due remuneration differ only for the variable remuneration components. The remuneration awarded refers to the remuneration that was contractually promised in the event of 100% target achievement. The remuneration due, however, is the amount of remuneration determined for the financial year after the actual target achievement has been determined. The latter is not paid out until the beginning of the following financial year. In contrast to the STI, in which the remuneration awarded and due refer to the same financial year, the LTI awarded and due in a financial year relates to different tranches due to the four-year performance period.

Due to Radka Doebling joining the company as of May 1, 2022 and Pavel Měchura joining the company during the year as of June 16, 2023, there are currently no amounts due from earlier tranches. Once the performance period of the 2022 tranche granted in the 2022 financial year has expired at the end of 2025, the final amount due for Radka Doebling will be shown in the Remuneration Report for the 2025 financial year. For Pavel Měchura, the final amount due from the 2023 tranche will be disclosed in the Remuneration Report for the 2026 financial year, once the performance period for this tranche has expired.

CPI Europe did not grant any loans to the members of the Executive Board.

III. Supervisory Board remuneration

Changes in the Supervisory Board

Gayatri Narayan left the Supervisory Board with effect from December 31, 2023. The Vice-Chairman of the Supervisory Board, Martin Němeček, resigned from the Supervisory Board by the end of the Annual General Meeting on May 29, 2024. They were succeeded by the two new candidates, Iveta Krašovicová and Matúš Sura, who were elected by the Annual General Meeting to the Supervisory Board with effect from May 30, 2024.

Further, Miroslava Greštiaková was re-elected as Chairwoman of the Supervisory Board until the end of the Annual General Meeting 2029 as her previous term expired at the end of the of the Annual General Meeting on May 29, 2024.

In addition, to ensure continuity on the Supervisory Board and to harmonize the term of Martin Matula with that of the other Supervisory Board members, he was re-elected by Annual General Meeting 2024 with a term until the end of the Annual General Meeting 2029.

Revision of the Remuneration Policy for the Supervisory Board

The Remuneration Policy for the Supervisory Board of CPI Europe was approved by the Annual General Meeting for the first time on October 1, 2020, with 98.88% of the votes of the share capital present. In accordance with Section 98a AktG in conjunction with Section 78b (1) AktG, the Remuneration Policy for the members of the Supervisory Board was revised in the 2024 financial year.

Due to the increasing demands on the Supervisory Board members requiring an additional time commitment, particularly for the Chair of the Supervisory Board, the differentiation of the fixed remuneration of the Chair of the Supervisory Board was increased from 2.0 to 2.5. All other remuneration components remain unchanged. The updated Remuneration Policy for the Supervisory Board of CPI Europe was approved by the Annual General Meeting on May 29, 2024, with 99.99% of the votes of the share capital present and is available on the CPI Europe website at [CPI Europe | Corporate Governance | Remuneration Policy and Remuneration Report](#).

Main features of the Supervisory Board remuneration

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

Each member of the Supervisory Board receives an annual fixed remuneration for their activities on a committee. This is differentiated according to task and function. The fixed committee remuneration for the Chairperson of a committee is twice the annual fixed amount

for the committee activities of an ordinary member of the committee and the fixed committee remuneration for the Vice-Chairperson is one and a half times that amount.

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

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

Remuneration component	Member	Differentiation	
		Chairperson	Vice-Chairperson
Fixed remuneration	EUR 35,000.00	2.5 times	1.5 times
Committee remuneration	EUR 7,500.00	2 times	1.5 times

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

Supervisory Board remuneration in the 2024 financial year

Subject to approval of the Annual General Meeting, the following total remuneration of the Supervisory Board in the amount of EUR 301,108 results for the 2024 financial year (in 2023: EUR 310,250):

in EUR		Supervisory Board and Committees ¹				Fixed payment		Total remuneration
		AR	PBA	PNA	SA	Fixed remuneration	Committee remuneration	
Miroslava Greštiaková (since March 31, 2022), Chairwoman of the Supervisory Board	2024	C	M ²	C	M ³	87.500	24.354	111.854
	2023	C	-	-	VC	70.000	11.250	81.250
Martin Matula (since July 16, 2022), Vice-Chairman of the Supervisory Board (since May 30, 2024)	2024	VC	VC	M ⁴	M ⁵	45.306	32.417	77.722
	2023	M	VC	VC	C	35.000	37.500	72.500
Iveta Krašovicová (since May 30, 2024) Member of the Supervisory Board	2024	M	C ⁶	-	VC ⁶	20.417	17.500	37.917
	2023	-	-	-	-	-	-	-
Matúš Sura (since May 30, 2024) Member of the Supervisory Board	2024	M	-	VC ⁶	C ⁶	20.417	17.500	37.917
	2023	-	-	-	-	-	-	-
Mag. (FH) Philipp Amadeus Obermair (since 2014), Member of the Supervisory Board (Delegate of the works council) ⁸	2024	M	M	-	M	-	-	-
	2023	M	M	-	M	-	-	-
Anton Weichselbaum MSc (since May 03, 2023), Member of the Supervisory Board (Delegate of the works council) ⁸	2024	M	M	-	M	-	-	-
	2023	M	M	-	M	-	-	-
Martin Němeček (until May 29, 2024), former Vice-Chairman of the Supervisory Board	2024	VC	VC ⁷	M ⁷	M ⁷	21.729	13.969	35.698
	2023	VC	C	M	M	52.500	30.000	82.500

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

² Member since May 30, 2024.

- ³ Vice Chairperson of the Strategy and ESG Committee until May 30, 2024 and member of the Committee afterwards.
⁴ Vice Chairperson of the Personnel and Nominating Committee until May 30, 2024 and member of the Committee afterwards.
⁵ Chairperson of the Strategy and ESG Committee until May 30, 2024 and member of the Committee afterwards.
⁶ Since May 30, 2024.
⁷ Until May 29, 2024.
⁸ Delegates of the works council receive no remuneration.

IV. Development of the total remuneration due

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

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

The remuneration of the Supervisory Board does not provide any variable remuneration in order to ensure neutral monitoring, thus the remuneration of the Supervisory Board is independent of the development of the economic performance of CPI Europe. The total amount of remuneration of the Supervisory Board has slightly decreased compared to the 2023 financial year due to the Supervisory Board members joining the Supervisory Board during the 2024 financial year. Changes in the remuneration of individual members of the Supervisory Board result from leaving and joining the Board during the year or assuming additional functions.

The average remuneration based on a full-time equivalent employment is used for the average remuneration of the employees. The remuneration of CPI Europe employees increased by 8% compared to the previous financial year. This is mainly due to the collective agreement in the 2024 financial year resulting in an overall salary increase for the employees.

Annual change	2024 to 2023		2023 to 2022		2022 to 2021		2021 to 2020		2020 to 2019	
	In %	In EUR	In %	In EUR	In %	In EUR	In %	In EUR	In %	In EUR
Total remuneration due to the Executive Board members										
Radka Doebring (since May 01, 2022) Executive Board Member	-5 %	-50,253	134 %	620,999	n/a	n/a	n/a	n/a	n/a	n/a
Pavel Máchura (since June 16, 2023) Executive Board Member	59 %	137,062	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total remuneration due to the Supervisory Board members										
Miroslava Grešňáková (since March 31, 2022) Chairwoman of the Supervisory Board	38 %	30,604	88 %	37,937	n/a	n/a	n/a	n/a	n/a	n/a
Martin Matula (since July 16, 2022) Vice-Chairman of the Supervisory Board (since May 30, 2024)	7 %	5,222	216 %	49,526	n/a	n/a	n/a	n/a	n/a	n/a
Iveta Krašovicová (since May 30, 2024) Member of the Supervisory Board	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Matúš Sura (since May 30, 2024) Member of the Supervisory Board	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Mag. (FH) Philipp Amadeus Obermair (since 2014) Member of the Supervisory Board (Delegate of the works council) ¹	-	-	-	-	-	-	-	-	-	-
Anton Weichselbaum MSc (since May 03, 2023) Member of the Supervisory Board (Delegate of the works council) ¹	-	-	-	-	-	-	-	-	-	-
Economic performance of the company										
Net profit	148 %	338,761,000	n/a	-371,430,000	-59 %	-203,868,000	308 %	511,720,000	-147 %	-518,001,150
Results of asset management	17 %	71,064,000	85 %	192,435,000	7 %	15,100,000	2 %	4,521,000	0 %	-901,000
Funds from Operations 1 (before taxes) ²	5 %	13,412,000	88 %	129,156,000	21 %	23,077,000	-2 %	2,038,000	-7 %	-8,766,000
Average total employee remuneration										
Average remuneration of CPI Europe employees	8 %	6,970	35 %	22,588	15 %	8,276	-5 %	-3,028	-2 %	-1,221

¹ Delegates of the works council receive no remuneration.

² Including S IMMO as of the 2023 financial year.