

Remuneration Report 2025

for

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

I. Review of financial year 2025

Financial performance of CPI Europe in the 2025 financial year at a glance

The development of the business of CPI Europe reflected a positive 2025 financial year. The solid development was primarily driven by an initial stabilization of the market environment and an optimization of the portfolio through targeted disposals, as well as higher like-for-like rental income. Rental income decreased by 4.5% to EUR 562.5 million compared to the previous year, however, this was mainly due to property disposals. Results from Asset Management, at EUR 457.3 million, were 6.6% below the previous year's level. Net profit of CPI Europe in the 2025 financial year increased by 284.6% to a total of EUR 513.5 million, and earnings per share by 283.7% to EUR 3.72.

Results of operations decreased by 7.6% to EUR 377.8 million.

Funds from Operations (FFO 1) after taxes decreased by 14.6% to EUR 234.5 million due to property disposals and higher financing costs.

The EPRA Net Tangible Assets (NTA) per share increased from EUR 30.75 at the end of the 2024 financial year to EUR 36.38 at the end of the 2025 financial year.

The CPI Europe share started the 2025 financial year at EUR 14.92. With a closing price of EUR 15.72 as of December 31, 2025, the share price has increased by around 5.4% since the beginning of the year.

Personnel changes in the Executive Board and Supervisory Board

In the 2025 financial year, CPI Europe's Executive Board was reorganized. For personal reasons and in agreement with CPI Europe's Supervisory Board, Radka Doehring left the Executive Board with effect from July 31, 2025. However, she will continue to work for the company and will assume the function of authorized signatory (Prokurist).

In addition to Pavel Měchura, whose term as a member of the Executive Board was extended early with effect from August 28, 2024 until April 30, 2027, Vít Urbanec and Zdeněk Havelka were appointed to the Executive Board with effect from July 24, 2025. Following an amendment to the rules of procedure of the Executive Board with effect from August 28, 2025, the areas of responsibility of the Executive Board members are allocated as follows: Pavel Měchura is responsible for "Finance", "Cash Management", "Tax", "Accounting", "Consolidation", "Capital Markets, Investor Relations & PR", "Corporate Legal Affairs & Compliance" and "Legal, People & Culture, Front Office, Procurement". Vít Urbanec is responsible for "Risk & Process Management, ESG" and "IT". Zdeněk Havelka is responsible for "M&A, Transactions & Development", "Controlling", "Internal Audit" and "Asset Management (incl. Country Management GER, AT)".

Furthermore, the Extraordinary General Meeting on January 30, 2025 resolved to increase the number of Supervisory Board members elected by the company's Annual General Meeting, within the limits set out in the articles of association, from four to six members. Accordingly, Vladislav Jirka and Matej Csenky were elected to the Supervisory Board of CPI Europe with effect from the end of the Extraordinary General Meeting for a term ending at the close of the Annual General Meeting that resolves on the discharge for the 2026 financial year. In addition, Marika Hauser assumed the mandate as a delegate of the works council on the Supervisory Board for an indefinite period with effect from July 1, 2025.

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 2024 financial year was approved by the Annual General Meeting on May 20, 2025, with 96.32% 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 2025 financial year. For reasons of clarity, the remuneration of Radka Doehring, who left the Executive Board in the 2025 financial year, is presented separately from the remuneration of the active Executive Board members at the end of the 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:

		Application in the 2025 financial year
Fixed remuneration		
Base salary	Aligned to the scope of activities and responsibilities of the respective Executive Board member Payout 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 payout amount capped at 130% of the contractually defined target amount	✓
Target achievement corridor	The possible target achievements of the performance targets lie between 0% (minimum value) and 130% (maximum value)	

Performance targets	<ol style="list-style-type: none"> <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%) <u>Individual and stakeholder targets (0 – 20%)</u> <ul style="list-style-type: none"> Individual performance ESG targets 	
Payout 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 payout amount capped at 250% of the contractually defined target amount	
Target achievement corridor	The possible target achievements of the performance targets lie between 0% (minimum value) and 250% (maximum value)	x
Performance targets	<ol style="list-style-type: none"> Relative total shareholder return (50%) Difference between the discounted share price to EPRA Net Asset Value (NAV) or Net Tangible Assets (NTA) per share compared to the peer group in percentage points (50%) 	
Payout date	In the first financial year following the end of the relevant performance period with the next possible salary payment after approval of 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	x
Miscellaneous		
Share Ownership Guidelines	Investment in CPI Europe AG shares amounting to 30% of gross base salary	✓
Malus and clawback regulations	Option to withhold and reclaim variable remuneration contractually implemented	x

Executive Board remuneration in the 2025 financial year

This Remuneration Report reflects the application of the Executive Board's Remuneration Policy for the 2025 financial year and will be submitted to the 2026 Annual General Meeting for approval.

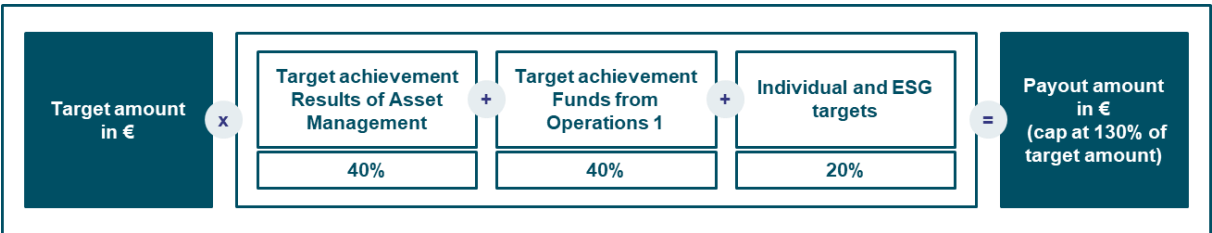
The following outlines how the individual remuneration components were applied in the 2025 financial year. It is possible that the values may not add up exactly due to rounding.

Details on the one-year variable remuneration (STI) awarded in the 2025 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 payout amount is capped at 130% of the target amount (cap).

The functionality of the STI 2025



Determination of the payout amount

The payout 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 2025 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 payout 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 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 company strategy on value-added growth through sustainable portfolio management, project development and acquisitions. The objective of strengthening the portfolio of assets is also incentivized.

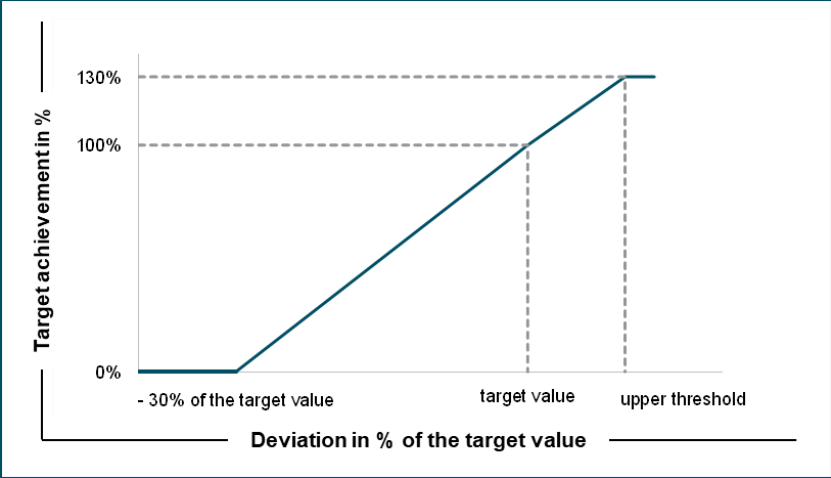
Funds from Operations 1 (before tax) (FFO 1) is an important profitability indicator in the real estate industry. The indicator FFO 1 is also an important measure for shareholders of the liquid funds generated from the existing investment business, which are available for distributions to shareholders. Stable cash flow and an increase in the ability to distribute dividends are long-term goals of the company. FFO 1 as a performance target for the STI aims 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 targets lies 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 2025 financial year are shown in the following table:

Performance target	Target value	Actual value	Target achievement
Results of Asset Management	445,976	457,288	108%
Funds from Operations 1 (before tax)	248,904	263,723	118%

In addition to the two financial performance targets, the STI 2025 also includes an individual component. It takes into account the individual performance of the Executive Board member, major projects of CPI Europe as well as ESG targets. The individual component is included in the calculation of the STI payout amount with a weighting of 20%. The target achievement of the individual and ESG targets is also capped at 130% of the target amount.

For Pavel Měchura, Zdeněk Havelka and Vít Urbanec, as active members of the Executive Board at the end of the 2025 financial year, the following individual and ESG targets and their respective target achievements have been set for the 2025 financial year:

Executive Board member	Individual and ESG targets	Target achievement
Pavel Měchura (since June 16, 2023)	First time non-financial report according to CSRD	113 %
Zdeněk Havelka (since July 24, 2025)	Roll out of new photovoltaic (PV) plants in Slovenia and Croatia	113 %
Vít Urbanec (since July 24, 2025)	First time non-financial report according to CSRD	113 %

Overall, this resulted in the following total target achievements for the 2025 financial year for Pavel Měchura, Zdeněk Havelka and Vít Urbanec, as active members of the Executive Board at the end of the 2025 financial year:

Executive Board member	Results of Asset Management		Funds from Operations 1 (before tax)		Individual and ESG targets		Overall target achievement
	Weighting	Target achievement	Weighting	Target achievement	Weighting	Target achievement	
Pavel Měchura (since June 16, 2023)	40 %	108%	40 %	118%	20 %	113%	113%
Zdeněk Havelka (since July 24, 2025)	40 %	108%	40 %	118%	20 %	113%	113%
Vít Urbanec (since July 24, 2025)	40 %	108%	40 %	118%	20 %	113%	113%

Details on the multi-year variable remuneration (LTI) awarded in the 2025 financial year

For each financial year, the Personnel and Nominating Committee has the option to grant an LTI in the form of a performance cash plan with a performance period of four years. In the 2025 financial year, no LTI was granted.

Severance payment for Executive Board member Radka Doehring, who left during financial year 2025.

In connection with her departure with effect from July 31, 2025, a severance payment was arranged with Radka Doehring. Therefore, for her activities as a member of the Executive Board in the 2025 financial year, Radka Doehring received a pro rata temporis payout of her base salary until the date of her departure. In addition she received a severance payment in the amount of EUR 495,000 and, in return, waived her entitlements under the STI 2025 and the LTI 2021, 2022, 2023 and 2024. Any other bonus entitlements that would have arisen from her role as a member of the Executive Board are also settled by the severance payment. Accordingly, in line with the recommendation of the Austrian Corporate Governance Code (ÖCGK), the severance payment does not exceed more than two annual total remunerations and not more than the remaining term of the service agreement.

Investment in CPI Europe shares (Share Ownership Guidelines, SOG)

To promote share ownership alongside variable remuneration, Executive Board members are encouraged to acquire and hold CPI Europe AG shares worth 30% of their gross base salary (SOG target) within four years and to hold these shares for the duration of their 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, 2025, Pavel Měchura, Zdeněk Havelka and Vít Urbanec, as active members of the Executive Board at the end of the 2025 financial year, as well as Radka Doehring, who left the Executive Board in the 2025 financial year, did not hold any shares in CPI Europe AG.

Remuneration of affiliated companies

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 2025, Pavel Měchura received a base salary of EUR 73,354.

Vít Urbanec was appointed to the Executive Board of S IMMO AG as of December 11, 2024. For his activities as a member of the Executive Board of S IMMO AG in 2025, Vít Urbanec received a base salary of EUR 73,354.

Vít Urbanec succeeded Radka Doehring, who left the Executive Board of S IMMO AG with effect from July 31, 2025. For her activities as a member of the Executive Board of S IMMO AG in 2025, Radka Doehring received a base salary of EUR 126,027 until her departure. In addition, she received a one-year variable remuneration in the amount of EUR 324,000 as well as pension entitlements in the amount of EUR 22,406 for the full 2025 financial year. Furthermore, Radka Doehring received a severance payment in the amount of the pro rata base salary for the period from August 1 to December 31, 2025 of EUR 92,571 and compensation for unused vacation days prior to her departure in the amount of EUR 6,889. This results in a total remuneration of EUR 571,893 for Radka Doehring.

The remuneration of Pavel Měchura, Vít Urbanec and Radka Doehring is not offset against the remuneration they receive for the membership of the Executive Board of CPI Europe AG. However, the base salary of the active Executive Board members Pavel Měchura and Vít Urbanec was reduced from EUR 100,000 to EUR 20,000 with effect from September 1, 2025 due to their remuneration as members of the Executive Board by CPI Europe, as the 100% shareholder of S IMMO 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

The option to withhold or reclaim variable remuneration was not exercised in the 2025 financial year.

Remuneration amount of the Executive Board for the 2025 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.

The amount of Executive Board remuneration of Pavel Měchura, Zdeněk Havelka and Vít Urbanec, as active members of the Executive Board at the end of the 2025 financial year, is shown in the overview tables below for the 2025 financial year:

in EUR		Pavel Měchura (since June 16, 2023)			
		2025		2024	
		Awarded	Due	Awarded	Due
Fixed remuneration	Base salary	225,630		218,000	
	Benefits in kind	-		-	
	Contributions to pension fund	22,563		-	
	Contributions to employee benefit fund	5,722		2,859	
	Total fixed remuneration	253,915		220,859	
	Fixed remuneration as a % of total remuneration	57%	55%	45%	60%
Variable remuneration	One-year variable remuneration	187,689	211,592	65,400	68,356
	Multi-year variable remuneration	-	-	120,000	-
	Special bonus	-	-	80,000	-
	Total variable remuneration	187,689	211,592	265,400	148,356
	Variable remuneration as a % of total remuneration	43%	45%	55%	40%
Total remuneration		441,604	465,506	486,259	369,215

in EUR ¹		Zdeněk Havelka (since July 24, 2025)			
		2025		2024	
		Awarded	Due	Awarded	Due
Fixed remuneration	Base salary	44,110		-	
	Benefits in kind	-		-	
	Contributions to pension fund	-		-	
	Contributions to employee benefit fund	563		-	
	Total fixed remuneration	44,673		-	
	Fixed remuneration as a % of total remuneration	44%	41%	-	-
Variable remuneration	One-year variable remuneration	57,342	64,645	-	-
	Multi-year variable remuneration	-	-	-	-
	Special bonus	-	-	-	-
	Total variable remuneration	57,342	64,645	-	-
	Variable remuneration as a % of total remuneration	56%	59%	-	-
Total remuneration		102,015	109,318	-	-

¹ Pro-rata remuneration for the 2025 financial year.

in EUR ¹		Vit Urbanec (since July 24, 2025)			
		2025		2024	
		Awarded	Due	Awarded	Due
Fixed remuneration	Base salary	35,288	-	-	-
	Benefits in kind	-	-	-	-
	Contributions to pension fund	-	-	-	-
	Contributions to employee benefit fund	450	-	-	-
	Total fixed remuneration	35,738	-	-	-
Fixed remuneration as a % of total remuneration		44%	41%	-	-
Variable remuneration	One-year variable remuneration	45,874	51,716	-	-
	Multi-year variable remuneration	-	-	-	-
	Special bonus	-	-	-	-
	Total variable remuneration	45,874	51,716	-	-
	Variable remuneration as a % of total remuneration	56%	59%	-	-
Total remuneration		81,612	87,454	-	-

¹ Pro-rata remuneration for the 2025 financial year.

Due to Pavel Měchura joining the company during the financial year on June 16, 2023, there are currently no amounts due from earlier tranches of the multi-year variable remuneration. For Pavel Měchura, the final amount due from the tranche first granted in the 2023 financial year will be disclosed in the Remuneration Report for the 2026 financial year, once the performance period for this tranche has ended.

In connection with the extension of Pavel Měchura's appointment as a member of the Executive Board of CPI Europe until April 30, 2027, the company has committed to pay an amount equal to 10% of base salary to APK Pensionskasse AG as of January 1, 2025. In addition, his base salary was increased by 3.5% to compensate for inflation.

The amount of Executive Board remuneration of Radka Doehring, who left the Executive Board in the 2025 financial year, is as follows:

in EUR ¹		Radka Doehring (until July 31, 2025)			
		2025		2024	
		Awarded	Due	Awarded	Due
Fixed remuneration	Base salary	340,869	-	576,348	-
	Benefits in kind	6,822	-	11,694	-
	Contributions to pension fund	34,087	-	57,635	-
	Contributions to employee benefit fund	11,145	-	7,558	-
	Total fixed remuneration	392,922	-	653,236	-
Fixed remuneration as a % of total remuneration		44%	44%	57%	63%
Variable Vergütung	One-year variable remuneration	-	-	172,905	180,720
	Multi-year variable remuneration	-	-	120,000	-
	Special bonus	-	-	200,000	-
	Severance payment	495,000	-	-	-
	Total variable remuneration	495,000	495,000	492,905	380,720
Variable remuneration as a % of total remuneration		56%	56%	43%	37%
Total remuneration		887,922	887,922	1,146,140	1,033,956

¹ Pro-rata remuneration for the 2025 financial year.

As was the case of Pavel Měchura, Radka Doehring's base salary was increased by 3.5% to compensate for inflation. In addition, Radka Doehring received a severance payment in the amount of EUR 495,000 and, in return, waived her entitlements under the STI 2025, the LTI 2021, 2022, 2023 and 2024, as well as any other bonus entitlements that would have arisen from her role as a member of the Executive Board. For this reason, no awarded or due amounts are shown in the table for the STI, LTI and special bonus.

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

III. Supervisory Board remuneration

In accordance with Section 98a AktG in conjunction with Section 78b (1) AktG, the Remuneration Policy for the Supervisory Board of CPI Europe was most recently 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 Managing 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	2.5 times	1.5 times
Committee remuneration	EUR 7,500	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 2025 financial year

Subject to approval of the Annual General Meeting, the following total remuneration of the Supervisory Board amounts to EUR 396,667 for the 2025 financial year (in 2024: EUR 301,108):

in EUR		Supervisory Board and Committees ¹				Fixed payment		Total remuneration
		SB	AVC	PNC	SC	Fixed remuneration	Committee remuneration	
Miroslava Greštiaková (since March 31, 2022), Chairwoman of the Supervisory Board	2025	C	M	C	M	87,500	30,000	117,500
	2024	C	M ²	C	M ³	87,500	24,354	111,854
Martin Matula (since July 16, 2022), Vice-Chairman of the Supervisory Board (since May 30, 2024)	2025	VC	VC	M	M	52,500	26,250	78,750
	2024	VC	VC	M ⁴	M ⁵	45,306	32,417	77,722
Matej Csenky (since January 30, 2025) Member of the Supervisory Board	2025	M	-	M	-	32,083	6,875	38,958
	2024	-	-	-	-	-	-	-
Vladislav Jirka (since January 30, 2025) Member of the Supervisory Board	2025	M	M	-	-	32,083	6,875	38,958
	2024	-	-	-	-	-	-	-
Iveta Krašovicová (since May 30, 2024) Member of the Supervisory Board	2025	M	C	-	VC	35,000	26,250	61,250
	2024	M	C ⁶	-	VC ⁶	20,417	17,500	37,917
Matúš Sura (since May 30, 2024) Member of the Supervisory Board	2025	M	-	VC	C	35,000	26,250	61,250
	2024	M	-	VC ⁶	C ⁶	20,417	17,500	37,917
Marika Hauser, Graduate in Business Administration (since July 01, 2025) Member of the Supervisory Board (Delegate of the works council) ⁷	2025	M	-	-	-	-	-	-
	2024	-	-	-	-	-	-	-
Mag. (FH) Philipp Amadeus Obermair (since 2014), Member of the Supervisory Board (Delegate of the works council) ⁷	2025	M	M	-	M	-	-	-
	2024	M	M	-	M	-	-	-
Anton Weichselbaum MSc (since May 03, 2023), Member of the Supervisory Board (Delegate of the works council) ⁷	2025	M	M	-	M	-	-	-
	2024	M	M	-	M	-	-	-
Martin Němeček (until May 29, 2024), former Vice-Chairman of the Supervisory Board	2025	-	-	-	-	-	-	-
	2024	VC	VC ⁸	M ⁸	M ⁸	21,729	13,969	35,698

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 Delegates of the works council receive no remuneration.

⁸ Until May 29, 2024.

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 increased compared to the 2024 financial year due to the higher number of Supervisory Board members. 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 about 6% compared to the previous financial year. This is mainly due to the collective agreement in the 2025 financial year resulting in an overall salary increase for the employees.

Annual change	2025 to 2024		2024 to 2023		2023 to 2022		2022 to 2021		2021 to 2020	
Total remuneration due to the Executive Board members	in %	in EUR	in %	in EUR	in %	in EUR	in %	in EUR	in %	in EUR
Pavel Měchura (since June 16, 2023), Executive Board Member	26%	96,292	59%	137,062	n/a	n/a	n/a	n/a	n/a	n/a
Zdeněk Hávelka (since July 24, 2025), Executive Board Member	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Vít Urbanec (since July 24, 2025), Executive Board Member	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Radka Doehring (until July 31, 2025) former Executive Board Member	-14%	-146,033	-5%	-50,253	134%	620,999	n/a	n/a	n/a	n/a
Total remuneration due to the Supervisory Board members										
Miroslava Grešlíaková (since March 31, 2022), Chairwoman of the Supervisory Board	5%	5,646	38%	30,604	88%	37,937	n/a	n/a	n/a	n/a
Martin Matula (since July 16, 2022), Vice-Chairman of the Supervisory Board (since May 30, 2024)	1%	1,028	7%	5,222	216%	49,526	n/a	n/a	n/a	n/a
Matej Csenky (since January 30, 2025) 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
Vladislav Jirka (since January 30, 2025) 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
Iveta Krašovicová (since May 30, 2024) Member of the Supervisory Board	62%	23,333	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	62%	23,333	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Marika Hauser, Graduate in BA (since July 01, 2025) Member of the Supervisory Board (Delegate of the works council) ¹	-	-	-	-	-	-	-	-	-	-
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	285%	380,000,000	148%	338,761,000	n/a	-371,430,000	-59%	-203,868,000	308%	511,720,000
Results of asset management	-7%	-32,314,000	17%	71,064,000	85%	192,435,000	7%	15,100,000	2%	4,521,000
Funds from Operations 1 (before taxes) ²	-9%	-24,989,000	5%	13,412,000	88%	129,156,000	21%	23,077,000	-2%	2,038,000
Average total employee remuneration										
Average remuneration of CPI Europe employees	6%	5,457	8%	6,970	35%	22,588	15%	8,276	-5%	-3,028

¹ Delegates of the works council receive no remuneration.

² Including S IMMO as of the 2023 financial year.