Burgenland Holding AG

Remuneration report on the compensation of the members of the Management Board and Supervisory Board of Burgenland Holding Aktiengesellschaft for the 2020/21 financial year

Burgenland Holding AG

1 Introduction

1.1 General information

On 13 March 2020, the 31st Annual General Meeting of Burgenland Holding Aktiengesellschaft ("Burgenland Holding" or the "Company") approved the basic principles for the remuneration of the members of the Executive Board and Supervisory Board of Burgenland Holding (in total, the "Remuneration Policy").

The related resolution[1] was approved by 27 shareholders entitled to vote, including the core shareholder EVN AG (interest in share capital as of 30 September 2019: 73.63%), with 2,790,990 votes. The number of shares for which valid votes were cast reflects the total number of valid votes submitted and equalled 2,790,990; these votes represented 93.03% of share capital. All 27 of the shareholders in attendance voted to approve the resolution, i.e. the resolution was passed without any opposing votes or abstentions.

This Remuneration Report, which covers the compensation for the members of the Executive Board and Supervisory Board of Burgenland Holding ("Remuneration Report"), was prepared by the Company's Executive Board and Supervisory Board in accordance with § 78c of the Austrian Stock Corporation Act to provide a comprehensive overview of the remuneration paid or owed during the 2020/21 financial year to the members of the Executive Board and the members of the Supervisory Board based on the Remuneration Policy (§ 78a of the Austrian Stock Corporation Act and § 98a of the Austrian Stock Corporation Act), including any and all benefits, in whatever form.

This Remuneration Report implements the requirements defined by § 78c and § 98a of the Austrian Stock Corporation Act for the preparation of Remuneration Reports for the members of the Executive Board and Supervisory Board of Burgenland Holding as a listed company. It is also based on Opinion 37 of the Austrian Financial Reporting and Auditing Committee ("AFRAC-Stellungnahme").

In accordance with § 78d para 1 of the Austrian Stock Corporation Act, the Remuneration Report must be presented to the Annual General Meeting for voting. This voting process represents a recommendation, and the next Remuneration Report must include information as to how the results of voting at the last Annual General Meeting were taken into account.

1.2 Business development during the past financial year

1.2.1 Burgenland Holding Aktiengesellschaft

The 2020/21 business year was once again marked by challenges in connection with the Covid-19 pandemic. In addition, the transformation of the energy system as desired by society is leading to major

[1] Disclosures pursuant to § 128 para. 1 nos. 1 to 4 of the Austrian Stock Corporation Act.

changes in the surrounding framework of energy industry and energy policy. In Austria, Parliament passed the new Act on the Expansion of Renewable Energy in July 2021.

In spite of these turbulent times in the energy sector, Burgenland Holding can again look back on a successful business year 2020/21. At EUR 10.4m, the profit for the year as of 30 September 2021, was slightly higher than last year).

The performance of Burgenland Holding is determined to a major extent by the dividend of the associated company Energie Burgenland AG. Overall, Burgenland Holding received investment income of EUR 10.6m in the 2020/21 business year (2019/20: EUR 10.5m). In addition to the dividend from Energie Burgenland AG for the 2020/21 business year in the amount of EUR 10.3m (previous year: EUR 10.3m), a dividend was received from Wiener Börse AG for the 2020 business year amounting to EUR 0.3m (previous year: EUR 0.2m).

Burgenland Holding has no employees.

The sound balance sheet structure of Burgenland Holding remained essentially unchanged in the 2020/21 business year compared to the previous year. The balance sheet total of EUR 80.7m was unchanged from last year, with the equity ratio as of the balance sheet date of 30 September 2021 amounting to 99.99%.

For the 2020/21 business year, Energie Burgenland AG is expected to show the usual profit adjusted by last year's positive one-off effects. Burgenland Holding Aktiengesellschaft expects investment income in the 2021/22 business year to remain basically unchanged from the reporting year.

Burgenland Holding Aktiengesellschaft		2020/21	2019/20	2018/19
Balance sheet total	EURm	80.7	80.7	80.1
Equity	EURm	80.7	80.7	80.1
Investment income	EURm	10.6	10.5	10.0
Net profit for the period	EURm	10.4	10.3	9.8

Burgenland Holding Aktiengesellschaft – key figures	EURm	2020/21	2019/20	Change in %
Pre-tax profit		10.3	10.3	–
Investment income		10.6	10.5	0.1
Net profit for the year		10.4	10.3	0.1
Balance sheet total		80.7	80.7	–
Non-current assets		71.3	71.3	–
Current assets and prepayments and accrued income		9.4	9.4	–
Equity		80.7	80.7	–
Debt capital		0.0	0.0	–

Indicators on the income situation

	TEUR	2020/21	2019/20	Change nominal	Change in %
Earnings before interest and tax (EBIT)	Pre-tax profit + interest and similar expenses pursuant to §231 (2) fig. 15 Austrian Commercial Code	10,317	10,255	62	0.6

The business activities of Burgenland Holding Aktiengesellschaft consist in holding and managing investments. Burgenland Holding Aktiengesellschaft did not generate any revenues in the 2020/21 business year.

		2020/21	2019/20	Change in %-points
Return on assets				
Return on equity	Pre-tax profit/Average equity	12.8%	12.7%	0.1
Return on total assets	EBIT/Average total capital	12.8%	12.7%	0.1

Indicators on asset and financial situations

	TEUR	2020/21	2019/20	Change nominal	Change in %
Working capital	Current assets – Current assets held as reserves = Current assets – Short-term debt capital = Working capital	9,365	9,330	35	0.4
Equity ratio	Equity/Total capital	99.99%	99.98%	0.01	–

Burgenland Holding Aktiengesellschaft does not show any liabilities vis-à-vis financial institutions either as of the balance sheet date of 30 September 2021, or last year's reporting date. As a result of the higher profit for this year compared to last year, the working capital is higher than last year. Like last year, net gearing (net debt/shareholders' equity) amounts to 0.0%.

Cash flow statement TEUR	2020/21	2019/20	Change nominal	Change in %
Net cash flow from operating activites	10,426	9,702	724	7.5
Net cash flow from investing activities	0	0	–	–
Net cash flow from financing activites	–10,350	–9,750	–600	6.2
Net change in cash and cash equivalents	76	–48	–124	258.3

Composition of cash and cash equivalents: cash at banks, cash and cash equivalents Group cash pooling

The net profit for the year of EUR 10.4m (previous year: EUR 10.3m) yielded an operating cash flow of EUR 10.4m (previous year: EUR 9.7m). The main determinants of the net profit for the year were the distributions of dividends of the associated companies.

Investor information

Stock performance		2020/21	2019/20	2018/19
Average daily turnover	Shares	20	31	13
Total share volume	EURm	0.45	0.64	0.37
Highest price	EUR	101.00	90.00	85.00
Lowest price	EUR	76.00	74.00	62.00
Share price at the end of September	EUR	99.00	78.00	76.00
Market capitalisation at the end of September	EURm	297	234	228
WBI weighting at the end of September	%	0.22	0.28	0.20
Dividend per share	EUR	3.45[1)]	3.45	3.25

1) Proposal to the Annual General Meeting

1.2.2 Energie Burgenland Group

The following forecast by the Energie Burgenland Group lists the highlights for business development in the 2020/21 financial year:

- Takeover of the heating plant Piringsdorf
- Awarded heat supply of Oberpullendorf hospital, allowing construction of new biomass heating plant on site. Commissioning is scheduled for the coming business year.
- Transformer station Zurndorf: By commissioning the fourth grid connection transformer in the Zurndorf network node, the location is turning into one of the most powerful network nodes in Austria.
- Smart-meter mass rollout completed in April 2021
- New Executive Board from 1 January 2021, development of "Change" strategy
- Presentation of "weiterdenker.at" platform (joint project with the Province of Burgenland)
- Innovative product solutions ("SonnenAbo", "SonnenMax" or "SonnenMarie")
- Design of a Green Finance framework in accordance with international standards
- Energy partnership ÖBB
- Civic participation Andau

The generation of ecological energy remains one focus of Energie Burgenland Group. Thus, 184 wind energy plants and a total capacity of 454 MW produced around 935 GWh of ecological electricity in the 2020/21 business year. In the 2020/21 business year, electricity sales by Energie Burgenland Vertrieb GmbH & Co KG dropped to 1,118 GWh, a decrease of 7.2% compared to the volume in the corresponding period of the previous year. Grid sales rose to 1,866 GWh, 5.7% more than in the 2019/20 business year. Gas sales will be 1,174 GWh, thus around 11.4% above last year's levels. Compared to the previous year, grid sales also rose 14.8% to 2,596 GWh.

The revenues of Energie Burgenland Group are expected to amount to EUR 336.3m, which corresponds to a slight decrease of 0.1% compared to the previous period. Pre-tax profit is forecast to amount to EUR 27.6m, representing a decrease of around 51.1% compared to the previous year. The net cash flow from operating activities will amount to EUR 58.6m, with operating cash flow expected to come in at EUR 83.1m.

Energie Burgenland Group		2020/21 forecast
Electricity sales volumes	GWh	1,118
Grid sales (electricity)	GWh	1,866
Natural gas sales volumes	GWh	1,174
Grid sales (natural gas)	GWh	2,596
Revenue	EURm	336.3
Pre-tax profit	EURm	27.6
Balance sheet total	EURm	957.1
Equity	EURm	346.9
Operating cash flow	EURm	83.1

2 Remuneration Report on the compensation of the Executive Board members

2.1 Basic principles of the Remuneration Policy

This presentation of the basic principles of the Remuneration Policy provides an overview of the individual remuneration components and their connection with the Company's goals and long-term development. For the reader, it is intended to facilitate a detailed understanding of the framework conditions for the total remuneration presented in the Remuneration Report.

The Remuneration Policy for the Executive Board members of Burgenland Holding is designed to meet the following goals: to ensure that the total remuneration of the Executive Board members appropriately reflects the position of the Company and the remuneration paid by comparable companies; to create incentives for actions that reinforce the Company's sustainable development; and to support the Company's business strategy and long-term development.

The remuneration reflects the overall responsibility of the Executive Board but is differentiated by the separate responsibilities of the individual Executive Board members as defined in the allocation of duties. Other decisive criteria are the length of service with the Company and, if applicable, the assumption of a function as speaker or chairman of the Executive Board.

The Remuneration Policy creates incentives for the members of the Executive Board to actively develop and pursue the corporate strategy, to safeguard the Company's long-term sustainable development and to avoid excessive risks. In accordance with the Remuneration Policy, the definition of concrete performance criteria must also ensure that unnecessary risk-taking and an overly strong focus on short-term profits are avoided. At the same time, ambitious goals should be set to create an incentive for special performance. The overriding objective is the long-term positive development of the Company.

The members of the Executive Board are only entitled to receive fixed remuneration components, whereby these components are performance-based. Since no variable remuneration components are planned, the fixed components represent 100% of the total remuneration.

The fixed remuneration consists of a basic salary plus D&O insurance coverage as a fringe benefit.

Details are provided in the Remuneration Policy for the Executive Board members of Burgenland Holding.

2.2 Disclosure of total remuneration

2.2.1 General information

In order to provide the shareholders of Burgenland Holding with a clear and understandable overview of the total remuneration of the Executive Board members in accordance with the requirements of § 78c of the Austrian Stock Corporation Act, the total remuneration of the Executive Board members is shown in a table (see Attachment 1) which is based on the form of presentation recommended by the AFRAC Opinion.

Burgenland Holding holds investments in two companies which are not classified as subsidiaries. The Company does not prepare consolidated financial statements. The members of the Executive Board do not serve on any corporate bodies in these investees.

There was a change on the Executive Board of Burgenland Holding during the 2020/21 financial year, which covered the period from 1 October 2020 to 30 September 2021. Nikolaus Sauer resigned as a member of the Executive Board, effective as of 31 January 2021. He was succeeded by Alois Ecker as of 1 February 2021 and, together with Klaus Kohlhuber, now directs Burgenland Holding (together the "members of the Executive Board", the "Executive Board members" or the "Executive Board").

As recommended in the AFRAC Opinion, the following section shows both the remuneration owed and the remuneration paid to the Executive Board members. The remuneration owed covers the amounts actually paid to the Board member during a specific period which are attributable to this reporting period as well as the entitlements conclusively earned for that period, also when payment will only be made in a later period. The granted remuneration represents the provisions created during a financial year as well as other accrued remuneration components that are economically attributable to this reporting period based on legal or contractual obligations (possibly conditional) but will only be finally established and paid out in later periods.

2.2.2 Fixed remuneration components

Klaus Kohlhuber received a basic annual salary of EUR 4,400.— during the reporting period.[2] He also received the following compensation in kind and fringe benefits:

a) Klaus Kohlhuber was included in the D&O insurance policy maintained by EVN AG through his employment contract.[3]

b) Klaus Kohlhuber did not receive any remuneration from subsidiaries.

Nikolaus Sauer received a basic annual salary of EUR 1,467.— during the reporting period. He also received the following compensation in kind and fringe benefits:

a) Nikolaus Sauer was included in the D&O insurance policy maintained by EVN AG through his employment contract.[4]

b) Nikolaus Sauer did not receive any remuneration from subsidiaries.

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[2] Settlement within the context of the employment contract concluded with EVN AG, whereby the total fee also covers management services.

[3] The related premiums are carried by the Company within the context of the employment contract concluded with EVN AG, whereby the total fee also covers insurance premiums.

[4] The related premiums are carried by the Company within the context of the employment contract concluded with EVN AG, whereby the total fee also covers insurance premiums.

Alois Ecker received a basic annual salary of EUR 2,933.— during the reporting period.[5] He also received the following compensation in kind and fringe benefits:

a) Alois Ecker was included in the D&O insurance policy maintained by EVN AG through his employment contract.[6]

b) Alois Ecker did not receive any remuneration from subsidiaries.[7]

The Supervisory Board has not assigned specific responsibilities to the individual Executive Board members. Consequently, the focus is on the overall responsibility of this corporate body, and the members of the Executive Board receive the same remuneration.

2.2.3 Variable remuneration components

There are no variable remuneration components. Further information is therefore not provided under this point, in particular regarding clawback claims for variable remuneration components.

2.3 Information on share-based remuneration

Burgenland Holding does not have a stock option programme, and no shares were offered or granted to the Executive Board members.

2.4 Other information and explanations

There were no deviations from the Remuneration Policy or the implementation procedures defined therein during the past financial year.

3 Remuneration Report on the compensation of the Supervisory Board members

3.1 Basic principles of the Remuneration Policy

The Remuneration Policy for the Supervisory Board members of Burgenland Holding is designed to ensure that the remuneration of these persons reflects their duties, responsibilities and the position of the Company. This remuneration should support the long-term implementation of the corporate strategy and the long-term development of Burgenland Holding and, at the same time, guarantee the objectivity and independence of the Supervisory Board. The remuneration comprises basic annual remuneration and an

[5] Settlement within the context of the employment contract concluded with EVN AG, whereby the total fee also covers management services.

[6] The related premiums are carried by the Company within the context of the employment contract concluded with EVN AG, whereby the total fee also covers insurance premiums.

[7] Alois Ecker was a member of the Executive Board of the subsidiary Energie Burgenland AG up to 31 December 2020. All related claims were settled in full before the beginning of his appointment to the Executive Board of Burgenland Holding AG.

attendance fee per meeting. There are no performance-based remuneration components. The attendance fees are intended to reflect the number of meeting and the related time spent, especially in connection with the membership in committees, and can therefore vary.

Every Supervisory Board member is entitled to reimbursement for appropriate cash outlays.

Details on the design of the fixed remuneration components are provided in the Remuneration Policy for the Supervisory Board members of Burgenland Holding.

3.2 Disclosure of total remuneration

3.2.1 General information

In order to provide the shareholders of Burgenland Holding with a clear and understandable overview of the total remuneration of the Supervisory Board members in accordance with the requirements of § 98a in connection with § 78c of the Austrian Stock Corporation Act, the total remuneration of the Supervisory Board members is shown in a table (see Attachment 2) which is based on the form of presentation recommended by the AFRAC Opinion.

The following persons served as shareholder representatives on the Supervisory Board of Burgenland Holding during the 2020/21 financial year, which covered the period from 1 October 2020 to 30 September 2021: Stefan Szyszkowitz (Chairman), Franz Mittermayer (Vice-Chairman), Michael Amerer, Rita Heiss, Johannes Lang, Jörg Sollfelner, Ute Teufelberger, Norbert Wechtl, Peter Weinelt and Nikolaus Sauer as of 12 March 2021 (together the "members of the Supervisory Board", the "Supervisory Board members" or the "Supervisory Board") and, as such, received remuneration.

A resolution by the Annual General Meeting on 12 March 2021 set the total remuneration for the members of the Supervisory Board as follows:[8]

- Chairman: TEUR 3.0
- Vice-Chairman: TEUR 2.0
- Each additional member: TEUR 1.50

Furthermore, each member receives an attendance fee of EUR 300 for participation in each meeting.

3.2.2 Fixed remuneration components

The members of the Supervisory Board received the following fixed remuneration components in the 2020/21 financial year:

[8] Previously: chairman TEUR 3.0, Vice-Chairman TEUR 2.0, ordinary member TEUR 1.3 and attendance fee EUR 200.

a)	Stefan Szyszkowitz (Chairman):	TEUR 3.0
b)	Franz Mittermayer (Vice-Chairman):	TEUR 2.0
c)	Michael Amerer:	TEUR 1.4
d)	Rita Heiss:	TEUR 1.4
e)	Johannes Lang:	TEUR 1.4
f)	Nikolaus Sauer (as of 12 March 2021):	TEUR 0,75
g)	Jörg Sollfelner:	TEUR 1.4
h)	Ute Teufelberger:	TEUR 1.4
i)	Norbert Wechtl:	TEUR 1.4
j)	Peter Weinelt:	TEUR 1.4

Up to the 2019/20 financial year, the Supervisory Board remuneration was distributed to the respective members after the end of the financial year, i.e. remuneration totalling EUR 14,100 for the 2019/20 financial year was paid out in the 2020/21 financial year. In order to simplify presentation, this distribution method was changed to more timely payment in the same financial year during 2020/21. Therefore, the remuneration for the members of the Supervisory Board for 2020/21 was paid out in that financial year.

Furthermore, the Supervisory Board members received the following compensation in kind and fringe benefits:

The members of the Supervisory Board were included in the D&O insurance policy maintained by EVN AG through their employment contracts.[9]

3.2.3 Variable remuneration components

No performance-based variable remuneration components were paid to the Supervisory Board members during the 2020/21 financial year. An overview of the attendance fees paid in 2020/21 is provided in Attachment 2.

3.2.4 Agreement of total remuneration with the Remuneration Policy

The total remuneration for the members of the Supervisory Board in 2020/21 corresponded to the Remuneration Policy. The remuneration for the Supervisory Board members was market-orientated and designed to attract appropriately qualified persons for positions on this corporate body. Since the Company's business is focused on the management of investments in other entities, additional remuneration components did not provide useful results.

The Company currently has no employees. The cap defined by the Remuneration Policy for the Supervisory Board remuneration is therefore not applicable for the present time.

[9] The related premiums are carried by the Company within the context of the employment contract concluded with EVN AG, whereby the total fee also covers insurance premiums.

3.3 Information on share-based remuneration

Burgenland Holding does not have a stock option programme, and no shares were offered or granted to the Supervisory Board members.

3.4 Other information and explanations

3.4.1 Deviations from the Remuneration Policy

There were no deviations from the Remuneration Policy or the implementation procedures defined therein during the past financial year.

3.4.2 Clawback of variable remuneration components

The Company does not grant any variable remuneration components.

4 Attachments

Attachment 1 Remuneration of the Executive Board members

Attachment 2 Remuneration of the Supervisory Board members

Attachment 1

	Kohlhuber			Sauer (until 31.1.2021)			Ecker (as of 1.2.2021)	Executive Board Total		
(in TEUR)	**2020/21**	**2019/20**	**2018/19**	**2020/21**	**2019/20**	**2018/19**	**2020/21**	**2020/21**	**2019/20**	**2018/19**
Fixed remuneration										
- Annual fixed salary	4.4	4.4	4.4	1.5	4.4	4.4	2.9	8.8	8.8	8.8
- Contributions to private, fund-based pension programme	-	-	-	-	-	-	-	-	-	-
Subtotal	**4.4**	**4.4**	**4.4**	**1.5**	**4.4**	**4.4**	**2.9**	**8.8**	**8.8**	**8.8**
Variable remuneration										
- Annual bonus	-	-	-	-	-	-	-	-	-	-
Payments on account	-	-	-	-	-	-	-	-	-	-
Remaining payment previous year`s bonus										
Amount paid out from variable remuneration	-	-	-	-	-	-	-	-	-	-
- Performance-based LTIP	-	-	-	-	-	-	-	-	-	-
Payment on account LTIP	-	-	-	-	-	-	-	-	-	-
Subtotal	-	-	-	-	-	-	-	-	-	-
Remunaeration from subsidiaries										
- Salary for managing director activities in subsidiaries*	-	-	-	-	-	-	-	-	-	-
Subtotal	-	-	-	-	-	-	-	-	-	-
Other remuneration										
- One-off settlement payment	-	-	-	-	-	-	-	-	-	-
Subtotal	-	-	-	-	-	-	-	-	-	-
Total remuneration										
- fixed	4.4	4.4	4.4	1.5	4.4	4.4	2.9	8.8	8.8	8.8
- variable	-	-	-	-	-	-	-	-	-	-
- subsidiaries	-	-	-	-	-	-	-	-	-	-
- other	-	-	-	-	-	-	-	-	-	-
Subtotal	**4.4**	**4.4**	**4.4**	**1.5**	**4.4**	**4.4**	**2.9**	**8.8**	**8.8**	**8.8**
Total	**4.4**	**4.4**	**4.4**	**1.5**	**4.4**	**4.4**	**2.9**	**8.8**	**8.8**	**8.8**
- Relative share of fixed remuneration (basic salary)	*100%*	*100%*	*100%*	*100%*	*100%*	*100%*	*100%*	*100%*	*100%*	*100%*
- Relative share of variable remuneration	*0%*	*0%*	*0%*	*0%*	*0%*	*0%*	*0%*	*0%*	*0%*	*0%*
*- Change in total remuneration absolute***	*0.0*	*0.0*	*0.0*	*-2.9*	*0.0*	*0.0*	*2.9*	*0.0*	*0.0*	*0.0*
- Change in total remuneration in per cent	*0.0%*	*0.0%*	*0.0%*	*-65.9%*	*0.0%*	*0.0%*	*-*	*0.0%*	*0.0%*	*0.0%*
- Change in average remuneration of employees	-	-	-	-	-	-	-	-	-	-
- Change in the Company´s economic success absolute *(net profit for the year)*	74.0	516.0	-	74.0	516.0	-	-	74.0	516.0	-
- Change in the Company´s economic success in per cent *(net profit for the year)*	1%	5%	-	1%	5%	-	-	1%	5%	-

* The Company has no subsidiaries. Moreover, the members of the Executive Board do not receive any remuneration from other companies in which an investment is held.
Alois Ecker was a member of the Executive Board of Energie Burgenland AG up to 31 December 2020.
All related claims were settled in full before the beginning of his appointment to the Executive Board of Burgenland Holding AG.

** The differences resulted solely from the change on the Executive Board as of 31 January 2021.

Attachment 2

Financial Year 2020/21

(in TEUR)	Szyszkowitz	Mittermayer	Amerer	Heiss	Lang	Sollfelner	Teufelberger	Wechtl	Weinelt	Sauer
Fixed Remuneration										
- Basic remuneration*	3.0	2.0	1.4	1.4	1.4	1.4	1.4	1.4	1.4	0.8
- Contributions to private, fund-based pension programme	-	-	-	-	-	-	-	-	-	-
Subtotal	**3.0**	**2.0**	**1.4**	**1.4**	**1.4**	**1.4**	**1.4**	**1.4**	**1.4**	**0.8**
Variable remuneration										
- Attendance fees**	1.1	1.1	1.1	0.8	0.5	1.1	1.1	0.8	0.8	0.9
Subtotal	**1.1**	**1.1**	**1.1**	**0.8**	**0.5**	**1.1**	**1.1**	**0.8**	**0.8**	**0.9**
Remuneration from subsidiaries										
- Salary for managing director activities in subsidiaries	-	-	-	-	-	-	-	-	-	-
Subtotal	-	-	-	-	-	-	-	-	-	-
Other remuneration										
- One-off settlement payment	-	-	-	-	-	-	-	-	-	-
Subtotal	-	-	-	-	-	-	-	-	-	-
Remuneration from previous functions on corporate bodies										
- Pension	-	-	-	-	-	-	-	-	-	-
Subtotal	-	-	-	-	-	-	-	-	-	-
Total remuneration										
- fixed	3.0	2.0	1.4	1.4	1.4	1.4	1.4	1.4	1.4	0.8
- variable	1.1	1.1	1.1	0.8	0.5	1.1	1.1	0.8	0.8	0.9
- subsidiaries	-	-	-	-	-	-	-	-	-	-
- other	-	-	-	-	-	-	-	-	-	-
- Pension (former Supervisory Board members)	-	-	-	-	-	-	-	-	-	-
Subtotal	**4.1**	**3.1**	**2.5**	**2.2**	**1.9**	**2.5**	**2.5**	**2.2**	**2.2**	**1.7**
Total										**24.9**

Financial Year 2019/20

(in TEUR)	Szyszkowitz	Mittermayer	Amerer	Heiss	Lang	Sollfelner	Teufelberger	Wechtl	Weinelt
Fixed remuneration									
- Basic remuneration*	3.0	2.0	1.3	1.3	1.3	1.3	1.3	1.3	1.3
- Contributions to private, fund-based pension programme	-	-	-	-	-	-	-	-	-
Subtotal	**3.0**	**2.0**	**1.3**	**1.3**	**1.3**	**1.3**	**1.3**	**1.3**	**1.3**
Variable remuneration									
- Attendance fees**	1.0	0.8	1.0	0.8	0.8	1.0	1.0	0.8	0.2
Subtotal	**1.0**	**0.8**	**1.0**	**0.8**	**0.8**	**1.0**	**1.0**	**0.8**	**0.2**
Remuneration from subsidiaries									
- Salary for managing director activities in subsidiaries	-	-	-	-	-	-	-	-	-
Subtotal	-	-	-	-	-	-	-	-	-
Other remuneration									
- One-off settlement payment	-	-	-	-	-	-	-	-	-
Subtotal	-	-	-	-	-	-	-	-	-
Remuneration from previous functions on corporate bodies									
- Pension	-	-	-	-	-	-	-	-	-
Subtotal	-	-	-	-	-	-	-	-	-
Total remuneration									
- fixed	3.0	2.0	1.3	1.3	1.3	1.3	1.3	1.3	1.3
- variable	1.0	0.8	1.0	0.8	0.8	1.0	1.0	0.8	0.2
- subsidiaries	-	-	-	-	-	-	-	-	
- other	-	-	-	-	-	-	-	-	-
- Pension (former Supervisory Board members)	-	-	-	-	-	-	-	-	-
Subtotal	**4.0**	**2.8**	**2.3**	**2.1**	**2.1**	**2.3**	**2.3**	**2.1**	**1.5**
Total									**21.5**

Financial Year 2018/19

(in TEUR)	Szyszkowitz	Mittermayer	Amerer	Heiss	Lang	Sollfelner	Teufelberger	Wechtl	Weinelt	Sawerthal
Fixed remuneration										
- Basic remuneration	3.0	1.7	1.3	1.3	1.3	1.3	1.3	0.7	1.3	1.0
- Contributions to private, fund-based pension programme	-	-	-	-	-	-	-	-	-	-
Subtotal	**3.0**	**1.7**	**1.3**	**1.3**	**1.3**	**1.3**	**1.3**	**0.7**	**1.3**	**1.0**
Variable remuneration										
- Attendance fees**	1.0	1.0	0.8	1.0	0.8	1.0	0.4	0.8	0.8	0.2
Subtotal	**1.0**	**1.0**	**0.8**	**1.0**	**0.8**	**1.0**	**0.4**	**0.8**	**0.8**	**0.2**
Remuneration from subsidiaries										
- Salary for managing director activities in subsidiaries	-	-	-	-	-	-	-	-	-	-
Subtotal	-	-	-	-	-	-	-	-	-	
Other remuneration										
- One-off settlement payment	-	-	-	-	-	-	-	-	-	-
Subtotal	-	-	-	-	-	-	-	-	-	-
Remuneration from previous functions on corporate bodies										
- Pension	-	-	-	-	-	-	-	-	-	-
Subtotal	-	-	-	-	-	-	-	-	-	-
Total remuneration										
- fixed	3.0	1.7	1.3	1.3	1.3	1.3	1.3	0.7	1.3	1.0
- variable	1.0	1.0	0.8	1.0	0.8	1.0	0.4	0.8	0.8	0.2
- subsidiaries	-	-	-	-	-	-	-	-	-	-
- other	-	-	-	-	-	-	-	-	-	-
- Pension (former Supervisory Board members)	-	-	-	-	-	-	-	-	-	-
Subtotal	**4.0**	**2.7**	**2.1**	**2.3**	**2.1**	**2.3**	**1.7**	**1.5**	**2.1**	**1.2**
Total										**22.0**

* Up to the 2019/20 financial year, the basic remuneration was paid out after the end of the financial year. Therefore, outstanding remuneration of TEUR 14.1 from the 2019/20 financial year was paid out in 2020/21. The payment procedure was changed to the same financial year beginning in 2020/21.

** The attendance fees are paid promptly after the respective meeting.