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REMUNERATION REPORT 2023

OF

PORR AG

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1. INTRODUCTION

1.1 Background

The 140th Annual General Meeting of PORR AG („PORR" or the „Company") resolved on the principles for the remuneration of the members of the Management Board and Supervisory Board of PORR („Remuneration Policy") for the first time on 28 May 2020 in accordance with Directive (EU) 2017/828 of the European Parliament and of the Council of 17 May 2017 amending Directive 2007/36/EC as regards the encouragement of long-term shareholder engagement („Shareholder Rights Directive") and the provisions of the Stock Corporation Act (*Aktiengesetz – AktG*; „AktG") based thereon. The Remuneration Policy was adjusted and amended at PORR's Annual General Meeting on 28 April 2023. This version of the Remuneration Policy applies to the period relevant for this remuneration report.

This Remuneration Report for the remuneration of the members of the Management Board and Supervisory Board of PORR has been prepared by the Management Board and Supervisory Board of PORR in accordance with Section 78c AktG in order to provide an overview of the remuneration granted or owed to the members of the Management Board and Supervisory Board on the basis of the Remuneration Policy (Section 78a AktG and Section 98a AktG), including all benefits in any form during the financial year 2023. It was reviewed by the remuneration committee and resolved by the Supervisory Board in its meeting on 20 March 2024.

This Remuneration Report implements the requirements set out in Section 78c AktG and Section 98a AktG for the preparation of remuneration reports for members of the Management and Supervisory Board of PORR as a listed company. It is also based on Statement 37 of the Austrian Financial Reporting and Auditing Committee („AFRAC Statement"). The Guidelines of the European Commission ("EC") on the standardised presentation of the remuneration report under Directive (EU) 2017/828 of the European Parliament and of the Council of 17 May 2017 amending Directive 2007/36/EC as regards the encouragement of long-term shareholder engagement („Guidelines") were also taken into account. However, the Guidelines were only available in draft form at the time of the preparation of this report and therefore this Remuneration Report only takes into account the Guidelines to the extent that they are in line with the AFRAC Statement.

This Remuneration Report shall be submitted to the Annual General Meeting for voting pursuant to Section 78d Paragraph 1 AktG. The vote is of a recommendatory nature.

1.2 Financial situation of PORR in the reporting year

(a) Global economy under pressure

The global economy was burdened by numerous factors in 2023. On the one hand, ongoing and new geopolitical conflicts were responsible for some massive uncertainty and restrictions in global trade. On the other hand, negative economic data, rising key interest rates and persistently high inflation dampened economic growth. In the European Union, the impact of the Ukraine conflict is clearly noticeable. As a result, export demand in particular stagnated in 2023. Overall, the European Commission is seeing economic growth of 0.5% for 2023. Rising real incomec in 2024 – driven by falling inflation rates and subsequent wage and salary adjustments – will lead to higher consumption. Corporate investment activity is also likely to increase further due to the need to adapt to energy and climate targets. The EC experts are forecasting economic growth of 1.3% for Europe in 2024.

Subdued consumption due to high inflation, rising interest rates and the ongoing labour shortage have also impacted investment activity in Austria. Overall, the Institute for Advanced Studies („IHS") nevertheless expects economic output to decline by 0.7% in 2023. However, the experts are much more confident for the following year 2024 and forecast economic growth of 0.8%.

The picture in Germany is broadly similar. The German Federal Ministry for Economic Affairs and Climate Protection (*Bundesministerium für Wirtschaft und Klimaschutz – BMWK*; „BMWK") expects economic output to fall by 0.3% in 2023. The experts anticipate a turnaround in the second half of 2024. The ifo Institute therefore anticipates economic growth of 0.9% in 2024, assuming the federal budget for 2024 remains unchanged. In addition to the only slightly higher inflation rates in Switzerland, the Swiss economy also came under pressure due to a major bank getting into difficulties. The Swiss State Secretariat for Economic Affairs is forecasting economic growth of 0.8 % for 2023. With rises in consumer spending and a normalisation of the international environment, growth should recover to 1.5% next year. Inflation also saw a temporary shapr rise in Poland, the Czech Republic, Slovakia and Romania in the reporting year. The EC expects economic growth of 0.2% in Poland, 1.1% in Slovakia and 1.8% in Romania in 2023. Only in the Czech Republic do the experts see a slight decrease in output of 0.4%. For 2024, the Vienna Institute for International Economic Studies (*Wiener Institut für Internationale Wirtschaftsvergleiche – WIIW*; „WIIW") sees positive impetus. Poland and Romania are forecast to grow by 2.7% and 2.9% respectively. The Czech Republic and Slovakia are expected to expand their economic output by 1.1% and 2.3% respectively.

(b) Divergent development in the construction industry

In 2023, the production volume of the European construction industry stagnated and only recorded slight growth of 0.3%. However, this performance varied greatly from region to region. There were also significant differences within the construction industry between building construction and civil engineering. The average monthly growth in civil engineering for all EU countries was 3.4% compared to the same month in the previous year. There was a decline of 0.3% in building construction.

This is mainly due to residential construction. It came under significant pressure due to the stricter financing environment. In contrast to this is non-residential building construction. Here, healthcare construction – not least due to demographic change – will provide significant positive impetus from 2024 onwards. In industrial construction, the green transformation and the planned European energy transition will ensure good long-term growth prospects, particularly in Eastern Europe. Civil engineering has a stabilizing effect on the entire construction industry. The European Recovery and Resilience Facility and the NextGenerationEU budget are particularly supportive in this regard. Environmental and energy policy also places a strong focus on civil engineering. Focal points here are sustainable mobility as well as energy security and independence.

(c) Performance development

In 2023 PORR's production output totalled EUR 6,577 million and was therefore 5.6% higher than the previous year. Both Poland and Romania, as well as Germany, recorded double-digit growth. The areas of civil engineering Romania and infrastructure Poland also performed particularly well.

(d) Order development

The order backlog amounted to EUR 8,452 million as of 31 December 2023, an increase of 3.0%. During the year, the order backlog was temporarily at a record level. The significant increase in incoming orders in December of the previous year meant that the high rises during the year could not be achieved over the year as a whole. The order intake rose by 2.7% compared to the previous year to EUR 6,835 million. This development is primarily attributable to infrastructure construction, particularly tunnel construction. The order backlog therefore remains well above the value of an annual output.

(e) Revenue and earnings performance

In 2023 the PORR Group's revenue totalled EUR 6,048.5 million reaching a new record level.

In the income from companies accounted for using the equity method (*at-equity bilanzierten Unternehmen*), the income from interests in consortiums increased significantly and totalled EUR 106.8 million. Overall, the income from companies accounted for using the equity method rose by 74.6% to EUR 98.6 million.

Other operating income fell by 3.8% to EUR 181.9 million. The decline is due in particular to the absence of a one-off effect from the previous year. Due to the increase in variable, mainly project-related costs, other operating expenses rose by 9.9% to EUR 394.3 million. Other operating expenses rose by 9.9% to EUR 394.3m due to the increase in variable, mainly project-related costs.

The cost of materials and other related production services increased at a significantly lower rate than revenue, rising by 3.4% to EUR 4,142.1 million. Staff expenses rose by a total of 7.7% to EUR 1,453.7 million due to an increase in the average number of staff and amendments to the collective labour agreement.

Overall, the earnings before interest, taxes, depreciation and amortization (EBITDA) increased by 8.0% to EUR 344.3 million.

Depreciation, amortisation and impairment expense rose only slightly by 2.6% compared to the previous year and amounted to EUR 204.0 million. This led to earnings before interest and taxes (EBIT) of EUR 140.3 million up by 16.8% on the previous year.

The financial result improved by 5.0% to EUR -9.6 million. Earnings before taxes (EBT) thus rose by 18.8% to EUR 130.7 million.

The tax rate was 27.3% with the tax result amounting to EUR -35.7 million (2022: EUR -27.4 million). This resulted in a EUR 12.4 million improvement in profit for the period to EUR 95.0 million (2022: EUR 82.6 million). Earnings per share increased by 34.3% and totalled EUR 2.21 in the reporting year (2022: EUR 1.65).

(f) Assets and financial position

As of 31 December 2023, the total assets of the PORR Group stood at EUR 4,135.7 million A reduction of 0.3% against the previous year despite the increase in output.

Non-current assets increased by 6.1% to EUR 1,547.3 million. Current assets fell by 3.7% to EUR 2,588.4 million.

As of the reporting date, equity totalled EUR 860.2 million and was therefore 7.7% higher than in the previous year. The equity ratio rose by 1.5 PP to 20.8%, while at the same time profit participation rights/hybrid capital as a percentage of total equity was reduced to 28.8% over the course of the year.

Liabilities fell significantly by EUR 72.4 million or 2.2%. While trade payables (*Verbindlichkeiten aus Lieferungen und Leistungen*) and other liabilities were significantly reduced, project-related construction provisions increased considerably.

In terms of net debt, PORR once again achieved a net cash position (*Net-Cash-Position*) at the end of 2023. This stood at EUR 40.1 million (2022: EUR 59.0 million).

(g) Cashflow

the operating cash flow increased by EUR 9.4 million to EUR 277.0 million compared to the previous period due to the improved net profit in the reporting period.

In contrast, cash flow from operating activities fell slightly by 3.6% year-on-year to EUR 276.4 million (2022: EUR 286.8 million). The funds from the reduction in trade receivables (*Forderungen aus Lieferungen und Leistungen*) were used to reduce liabilities, primarily trade payables (*Verbindlichkeiten aus Lieferungen und Leistungen*).

Cash flow from investing activities increased by EUR 80.8 million to EUR -177.0 million. This is due in particular to higher investments in property, plant and equipment - primarily due to the delayed delivery of vehicles – as well asin equipment and mixing plants as part of the expansion of the permanent business in the segment CEE.

Cash flow from financing activities totalled EUR -127.5 million (2022: EUR -300.9 million). While the amounts for dividend payments, interest on profit participation (*Genusskapital*) and hybrid capital (*Hybridkapital*) as well as lease financing were comparable to the previous year's figures, hybrid capital totalling EUR 51.1 million was also reduced in 2022.

PORR's free cash flow (FCF) stood at EUR 99.4 million, a reduction of EUR 91.2 million. This is primarily due to pandemic-related catch-up effects on investments – such as the delayed delivery of vehicles.

(h) Key data

Operating data

in EUR million	**2023**	**Change**	**2022**
Production output[1]	6,577	5.6 %	6,226
Foreign share	54.9 %	0.7 PP	54.2 %
Order backlog	8,452	3.0 %	8,204
Order intake	6,835	2.7 %	6,659
Staffing level (average)	20,665	2.1 %	20,232

[1] The production output corresponds to the output of all companies and consortiums (fully consolidated, equity method, proportional or those of minor significance) in line with the interest held by PORR AG.

Earnings indicators

in EUR million	2023	Change	2022
Revenues	6,048.5	4.5 %	5,786.0
EBITDA	344.3	8.0 %	318.9
EBIT	140.3	16.8 %	120.1
EBT	130.7	18.8 %	110.0
Profit/loss for the period	95.0	15.0 %	82.6
Earnings per share (in EUR)	2.21	34.3 %	1.65

Financial position indicators

in EUR million	31.12.2023	Change	31.12.2022
Total assets	4,136	-0.3 %	4,147
Equity (incl. Non-controlling interests)	860	7.7 %	799
Equity ratio	20.8 %	1.5 PP	19.3 %
Cash and cash equivalents	631	-3.7 %	656
Net debt	-40	-32.1 %	-59

Cash flow and investments

in EUR million	2023	Change	2022
Cash flow from operating activities	276.4	-3.6 %	286.8
Cash flow from investing activities	-177.0	84.0 %	-96.2
Cash flow from financing activities	-127.5	-57.6 %	-300.9
Free Cash flow	99.4	-47.9 %	190.6
CAPEX[1]	329.5	39.5 %	236.2
Depreciation/amortization	204.0	2.6 %	198.8

[1] Investments in property, plant and equipment and intangible assets

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Non-financial key data

	2023	Change	2022[1]
Energy consumption within PORR (MWh)	736,629	-5.1 %	775,986
Energy intensity (MWh/TEUR)	0.114	-10.4 %	0.127
Self-generated green electricity (MWh)	354	7.3 %	330
Direct Greenhouse Gas (GHG) emissions – scope 1 (t CO_2e)	161,991	-1.4 %	164,249
Indirect Greenhouse Gas (GHG) emissions – scope 2 (t CO_2e)	20,504	-39.3 %	33,767
Other Greenhouse Gas (GHG) emissions – scope 3 (t CO_2e)	72,081	78.2 %	40,442
Intensity of GHG emissions (scope 1+2) (t CO_2e/TEUR)	0.028	-13.3 %	0.033
Total waste (t)	10,651	16.3 %	9,158
Recycled materials used (t)	109,515	17.5 %	93,200
Total water consumption (Tm^3)	218	-9.1 %	240
Work related injuries (rate)	13.5	-11.6 %	15.3
Staff on parental leave (number)	415	10.4 %	376
Training hours (h)	126,658	22.3 %	103,547
Performance reviews (number)	7,046	8.6 %	6,488
Share of female staff	16.1 %	0.3 PP	15.8 %
Share of women in middle and lower management	16.4 %	2.3 PP	14.1 %
Share of women in training to become future managers	38.7 %	14.7 PP	24.0 %
Anti-corruption training (Number of employees)	3,965	25.6 %	3,158

[1] Partially adjusted comparison values due to change in reporting entity.

Key data regarding shares

in EUR	**2023**	**Change**	**2022**
Number of shares as at 31 December	39,278,250	-	39,278,250
Last close (*Schlusskurs*) as at 31 December	12.70	8.0 %	11.76
Annual maximum price	14.80	5.7 %	14.00
Annual low price	11.00	22.2 %	9.00
Market capitalization as at 31 December (in EUR million)	498.8	8.0 %	461.9
Dividend per share	0.75[1]	25.0 %	0.60
Dividend yield	5.9 %[1]	0.8 PP	5.1 %
Payout ratio	33.9 %[1]	-2.5 PP	36.4 %
Price-earnings ratio	5.7	-19.5 %	7.1

[1] Proposal to the Annual General Meeting

2. REMUNERATION REPORT OF THE MANAGEMENT BOARD

2.1 Basic principles of the Remuneration Policy

The remuneration of the Management Board should be appropriate and attractive in national and international comparison. The remuneration of the Management Board should be an incentive for the members of the Management Board to continuously strengthen and increase the performance of the Company and its earnings. At the same time, the Supervisory Board of PORR would also like to see continuity with regard to the composition of the Management Board and the members of the Management Board. Without appropriate remuneration for the Management Board, there would be a risk that members of the Management Board would no longer consider PORR attractive in this respect and would pursue other professional activities. There is also the risk that without appropriate remuneration, no sufficient motivation for the sustainable development and strengthening of PORR can be achieved. The remuneration of the members of the PORR Management Board should contain fixed and variable components.

PORR operates in the construction industry. This business segment is characterized, among other things, by the fact that it is subject to cycles and is project-driven. PORR's earnings come from numerous construction projects of various types and from different countries. Due to this business model, it is necessary to grant both fixed and variable remuneration to the members of the PORR Management Board. Variable, performance-related remuneration elements are intended to motivate the members of the Management Board to optimize the earnings of the PORR Group in a sustainable and risk-conscious manner. The fixed (basic) remuneration is intended to counteract uncertainties with regard to fluctuations in earnings in the construction industry. However, without appropriate fixed (basic) remuneration to prevent the effects of earnings fluctuations on remuneration, there would be a risk that PORR would no longer be attractive in terms of exercising Management Board functions and would no longer be comparable on a national and international level.

The members of the Management Board should receive an overall remuneration package that is customary and appropriate by national and international standards. This also includes additional remuneration components, such as inclusion in an insurance policy for their Management Board activities (so-called "D&O insurance"), the provision of a company car, or inclusion in a company pension insurance policy.

For the reasons stated above, the Supervisory Board is of the opinion that the Remuneration Policy contributes to the business strategy and the long-term development of the Company.

The Remuneration Policy prepared by the Supervisory Board was submitted for voting for the first time at the Annual General Meeting 2020. Most recently, the Annual General Meeting 2023 voted on a version of the Remuneration Policy that had been adjusted and amended by the Supervisory Board. The changes made in 2023 relate to the amendments to the Remuneration Policy with regard to the introduction of a long-term incentive program (Long Term Incentive Program – LTIP; "LTIP") and the definition of the relevant plan conditions. In 2021, a Remuneration Report was submitted to the Annual General Meeting for voting for the first time.

2.2 Total remuneration and explanations for active members of the Management Board

In the financial year 2023, the following persons were continuously active members of the Management Board of PORR from 1 January 2023 to 31 December 2023:

- Ing. Karl-Heinz Strauss, MBA, FRICS (Chairman of the Management Board)
- Bmst. Ing. Josef Pein
- Dipl.-Ing. Jürgen Raschendorfer
- Mag. Klemens Eiter

The total remuneration of the Management Board generally comprises

(i) a fixed Management Board remuneration,

(ii) a variable short-term (bonus) and a variable long-term (Long Term Incentive Program) Management Board remuneration, as well as

(iii) additional components of Management Board remuneration.

In order to provide PORR shareholders with an overview of the total remuneration of Management Board members in accordance with the requirements of Section 78c AktG, the total remuneration of Management Board members is presented in tabular form in ANNEX 1. The presentation format is based on AFRAC Statement 37.

Each member of the Management Board shall receive a variable short-term Management Board remuneration annually, depending on the achievement of the parameters to be determined by the Supervisory Board. The Supervisory Board is entitled to determine financial or non-financial criteria, such as the determination of key compliance aspects, or a combination of both. In particular, each member of the Management Board shall endeavour sustainable steps towards achieving an EBT margin of 3%. This goal supports the current business policy and strategic orientation of PORR and is intended to promote the sustainable positive development of the Company.

The prerequisite for the granting of this variable short-term Management Board remuneration (bonus) is for all Management Board members to fulfil a catalogue of criteria consisting of quantitative and qualitative elements, which is to be determined by the remuneration committee of the Supervisory Board. The remuneration committee has determined the following criteria in a resolution dated 22 February 2023:

- Positive development of the PORR Group
- Achievement of the budget 2023
- Implementation of sustainable steps to achieve an EBT margin of 3% based on PORR 2025
- Establishment of the Green & Lean strategy in the Group with the implementation of the first ESG and Lean projects
- Updating the Group strategy 2023 to 2025

Implementation of the following key compliance issues:

- Comprehensive analysis of the compliance organization through external monitoring

- Revision of the compliance training program

- Successful completion of monitoring audits in autumn 2023 to obtain ISO certificates 37001 and 37301

- Completing the whistleblowing system, analogous to the implementation of the national whistleblowing laws in the PORR markets

The prerequisites for granting variable long-term Management Board remuneration from the Long Term Incentive Program are described in detail in item 2.5.

The members of the Management Board did not receive any remuneration from affiliated companies for the financial year 2023.

The additional components of Management Board remuneration may include, in accordance with the Remuneration Policy, accident and survivors' pension insurance, supplementary health insurance, contributions to the employee social security fund and employee pension fund, inclusion in a D&O insurance policy, telecommunications equipment as well as the granting of a company car, the payment of litigation costs for legal disputes in connection with activities as a member of the Management Board or with other board functions within the PORR Group, special bonus in the event of extraordinary events or results, individual arrangements for double household management and relocation costs if the previous place of residence is not in or near Vienna, or the bonus for taking up a new executive board mandate.

The D&O insurance covers all current, future and former members of the executive bodies of all companies of the PORR Group, as well as leading senior officers. It is therefore not possible to provide individual-related information on the respective gross annual premiums of the D&O insurance for the individual members of the Management Board and Supervisory Board, as there is no breakdown of the premium payments for the individual members of the Management Board and Supervisory Board or the other persons covered by the D&O insurance.

The annual change in total remuneration is shown separately in this Remuneration Report (see table item 5.1).

(a) Fixed Management Board remuneration

In accordance with the Remuneration Policy, a gross annual remuneration of EUR 850,000.00 was paid out in fourteen instalments for the Chairman of the Management Board, Ing. Karl-Heinz Strauss, MBA, FRICS. In addition, Ing. Karl-Heinz Strauss, MBA, FRICS was granted the following remuneration in kind and incidental benefits (Additional components of Management Board remuneration):

(i) Premium for collective accident and survivors' pension insurance in the amount of EUR 1,633.14;

(ii) Company employee social security fund in the amount of EUR 26,192.11;

(iii) Pension fund contribution in the amount of EUR 39,183.97;

(iv) Employer's contribution group insurance PORR Care+ EUR 60.00;

(v) Company car: BMW IX-XDRIVE-50 until 19 January 2023 with authorization for private use and driver for business trips. This vehicle is an electric car and therefore fully exempt from non-cash benefits under the Austrian Income Tax Act (*EStG*). The residual book value (operating lease) as of 19 January 2023 was EUR 32,537.22.

Company car: Mercedes G 400D from 20 January 2023 with authorization for private use. The non-cash benefit provided for under the Austrian Income Tax Act (*EStG*) amounts to EUR 10,560.00 from 20 January 2023 to 31 December 2023. The residual book value (operating leasing) as at 31 December 2023 was EUR 193,458.28;

(vi) The non-cash parking benefit amounted to EUR 174.36.

A gross annual remuneration of EUR 500,000.00 was paid to Bmst. Ing. Josef Pein in fourteen instalments. In addition, the following remuneration in kind and incidental benefits (Additional components of Management Board remuneration) were granted to Bmst. Ing. Josef Pein:

(i) Premium for collective accident and survivors' pension insurance in the amount of EUR 1,633.14;

(ii) Premium for supplementary health insurance in the amount of EUR 5,332.20;

(iii) Employer's contribution group insurance PORR Care+ EUR 60.00;

(iv) Company employee social security fund in the amount of EUR 15,574.94;

(v) Pension fund contribution in the amount of EUR 40,000.00;

(vi) Company car: BMW X5-30D with authorization for private use. The non-cash benefit provided for under the Austrian Income Tax Act (*EStG*) amounts to EUR 11,520.00 per year. The residual book value (operating leasing) as at 31 December 2023 was EUR 2,783.72. The non-cash parking benefit amounted to EUR 174.36;

(vii) Litigation costs of EUR 35,988.00 including VAT.

A gross annual remuneration of EUR 500,000.00 was paid out for Dipl.-Ing. Jürgen Raschendorfer. In addition, Dipl.-Ing. Jürgen Raschendorfer was granted the following remuneration in kind and incidental benefits (Additional components of the Management Board remuneration):

(i) Premium for collective accident and survivors' pension insurance in the amount of EUR 1,633.14;

(ii) Premium for supplementary health insurance in the amount of EUR 4,224.96;

(iii) Employer's contribution group insurance PORR Care+ EUR 60.00;

(iv) Company employee social security fund in the amount of EUR 15,718.63;

(v) Pension fund contribution in the amount of EUR 40,000.00;

(vi) Travel allowance in the amount of EUR 5,940.00;

(vii) Flat-rate housing allowance in the amount of EUR 5,500.00;

(viii) Company car: BMW X5-30D with authorization for private use. The non-cash benefit provided for under the Austrian Income Tax Act (*EStG*) amounts to EUR 11,520.00. The residual book value (finance leasing) as at 31 December 2023 was EUR 55,728.54. The non-cash parking benefit amounted to EUR 174.36.

A gross annual remuneration of EUR 500,000.00 was paid out for Mag. Klemens Eiter. In addition, Mag. Klemens Eiter was granted the following remuneration in kind and incidental benefits (Additional components of the Management Board remuneration):

(i) Premium for collective accident and survivors' pension insurance in the amount of EUR 1,633.14;

(ii) Compensation for premium payment into existing private supplementary health insurance of EUR 6,636.00;

(iii) Employer's contribution group insurance PORR Care+ EUR 60,00;

(iv) Employee social security fund in the amount of EUR 13,030.44;

(v) Pension fund contribution in the amount of 40,000,00;

(vi) Company car: BMW 840 i with authorization for private use. The non-cash benefit provided for under the Austrian Income Tax Act (*EStG*) amounts to EUR 11,520.00. The residual book value (purchase) as at 31 December 2023 was EUR 50,651.00. The non-cash parking benefit amounted to EUR 174.36.

(b) Variable Management Board remuneration

The determination of the fulfilment of the criteria for the variable short-term Management Board remuneration for 2023 and the resulting amounts of the variable short-term Management Board remuneration were discussed and resolved by the PORR remuneration committee by resolution on 22 February 2024. These amounts will be paid out in the course of the financial year 2024. All Management Board members have fully met the criteria and compliance targets for the variable short-term Management Board remuneration defined by the remuneration committee in its meeting on 22 February 2023 for the financial year 2023.

The remuneration committee determined target achievement at 100% in each case and granted the variable short-term Management Board remuneration for the financial year 2023 as follows:

- for the Chairman of the Management Board, Ing. Karl-Heinz Strauss, a variable short-term remuneration in the amount of EUR 850,000.00;

- for Bmst. Ing. Josef Pein, a variable short-term remuneration in the amount of EUR 500,000.00;

- for Dipl.-Ing. Jürgen Raschendorfer, a variable short-term remuneration in the amount of EUR 450,000.00;

- for Mag. Klemens Eiter, a variable short-term remuneration in the amount of EUR 450,000.00.

The variable short-term remuneration is capped at 100% of the annual fixed Management Board remuneration. Due to their participation in the Long Term Incentive Program (LTIP), the maximum variable short-term remuneration to which Dipl.-Ing. Jürgen Raschendorfer and Mag. Klemens Eiter are entitled in cash is reduced to 90% of their annual fixed remuneration during the term of the LTIP.

The following benefits (allocation amount in accordance with item 2.5) were acquired in the reporting year for variable long-term remuneration (LTIP):

- for Dipl.-Ing. Jürgen Raschendorfer a variable long-term remuneration of EUR 125,000.00 (this corresponds to 9,144 shares at the base price of EUR 13.67 per share);

- for Mag. Klemens Eiter a variable long-term remuneration of EUR 125,000.00 (this corresponds to 9,144 shares at the base price of EUR 13.67 per share).

In the reporting year, the following variable short-term remuneration was paid to the members of the Management Board for the financial year 2022:

- for the Chairman of the Management Board, Ing. Karl-Heinz Strauss, a variable short-term remuneration in the amount of EUR 850,000.00;

- for Bmst. Ing. Josef Pein, a variable short-term remuneration in the amount of EUR 500,000.00;

- for Dipl.-Ing. Jürgen Raschendorfer, a variable short-term remuneration in the amount of EUR 500,000.00;

- for Mag. Klemens Eiter, a variable short-term remuneration in the amount of EUR 333,333.33.

(c) Additional components of the Management Board remuneration

The additional components of the total remuneration were granted for each individual member of the Management Board as described above in item 2.2(a).

(d) Ratio of the respective components of the Management Board remuneration

Pursuant to Section 78a Paragraph 2 AktG, the Remuneration Policy must describe the various remuneration components, stating their respective relative proportions.

Based on the fixed and variable remuneration for the financial year 2023, the relative proportions are as follows:

Name	Fixed remuneration in EUR	Additional components of the remuneration in EUR	Variable short-term remuneration for the reporting year in EUR	Variable long-term remuneration for the reporting year in EUR (LTIP)	Ratio of fixed remuneration (including additional remuneration components) to variable (short-term and long-term) remuneration
Ing. Karl-Heinz Strauss, MBA (CEO)	850,000.00	77,803.58	850,000.00	-	52:48
Mag. Klemens Eiter (CFO)	500,000.00	73,053.94	450,000.00[1]	125,000.00[2]	50:50
Bmst. Ing. Josef Pein (COO)	500,000.00	110,282.64	500,000.00	-	55:45
Dipl.-Ing. Jürgen Raschendorfer (COO)	500,000.00	84,771.09	450,000.00[1]	125,000.00[2]	50:50

[1] The variable short-term remuneration amounts to a maximum of 90% of the annual fixed remuneration due to participation in the LTIP.

[2] The allocation amount is 25% of the bonus base amount defined in the respective target agreement for 2023.

2.3 Total remuneration and explanations for former members of the Management Board

Remuneration and pensions totalling EUR 492,935.28 gross were paid to former members of the Management Board or their surviving dependants in 2023.

2.4 Information on the compliance of the remuneration with the Remuneration Policy and the implementation of performance criteria of the Management Board

For the financial year 2023, the members of the Management Board listed in the table in item 2.2(d) received the respective remuneration shown below. The total remuneration of the Management Board members is in line with the resolved Remuneration Policy.

The maximum amount of variable Management Board remuneration is capped at 100% of the annual fixed Management Board remuneration. In the case of participation in the Long Term Incentive Program (LTIP), the maximum variable remuneration in cash is reduced to 90% of the annual fixed remuneration during the term of the LTIP.

The determination of the fulfilment of the criteria for the variable Management Board remuneration for 2023 and consequently the amounts of the variable Management Board remuneration were discussed and resolved by the remuneration committee of PORR by resolution dated 22 February 2024.

All members of the Management Board have fully met the criteria and compliance targets for the variable Management Board remuneration set by the remuneration committee in its meeting on 22 February 2023 for the financial year 2023.

At its meeting on 21 September 2023, the Supervisory Board appointed Dipl.-Ing. Claude-Patrick Jeutter as a member of the Company's Management Board from 1 January 2024 for a period of five years. The current Remuneration Policy was taken into account when determining the remuneration of Dipl.-Ing. Claude-Patrick Jeutter as a member of the Management Board.

2.5 Share-based remuneration

On 28 April 2023, the Annual General Meeting of PORR approved the introduction of a Long Term Incentive Program (LTIP). Under the LTIP, **Eligible Participants** (*teilnahmeberechtigte Personen*) will be offered the transfer of shares in the Company at the end of the term of the LTIP, provided that the **Performance Criteria** specified by the PORR Group are achieved within a period of three years and have resulted in annual **Calculated Share Allotments** (*jährliche errechnete Aktienzuteilungen*).

„**Performance Criteria**“: The relevant Performance Criteria for the LTIP are the EBT Group annual targets for 2023-2025 according to the medium-term plan announced to the Eligible Persons and resolved by the Supervisory Board of the Company in the Supervisory Board meeting on 1 December 2021.

„**Eligible Persons**“: The members of the Management Board of the Company and certain executives of the PORR Group determined by the Management Board of PORR who are in a valid employment or management relationship with a company of the PORR Group on the cut-off date of 28 April 2023 are entitled to participate. The Management Board of the Company is entitled to make an offer to other executives to participate in the LTIP, but only up to the planned maximum number of 500,000 ordinary Company shares to be granted. In the event of a change or expansion of the Management Board of PORR, the Supervisory Board shall be entitled to offer participation in the LTIP to new Management Board members, but in total only up to the planned maximum number of 500,000 ordinary Company shares to be granted.

Participation in the LTIP is voluntary and takes place on the basis of the declaration of participation (*Teilnahmeerklärung*) to be submitted until the end of the term of the LTIP.

„**Appropriate Proportion**“: A prerequisite for the participation of Management Board members in the LTIP is that the respective Management Board member has acquired an own proportion (*Eigenanteil*) of at least 20,000 shares in the Company.

The LTIP provides for the transfer of a maximum total of 500,000 ordinary shares in the company; of these, a maximum of 200,000 shares will be allocated to the Management Board members of PORR – in the sense of an as yet undetermined concrete allocation of the shares to be subscribed for in each case.

„**Calculated Share Allotment**“: If the Performance Criteria are met in a relevant financial year of PORR, the annual share allocation is calculated in the respective annual Allocation Amount (*Zuteilungsbetrag*) in accordance with the Base Price (*Basiskurs*). The annual Calculated Share Allotment (*Errechnete Aktienzuteilung*) shall correspond to the respective annual Allocation Amount divided by the Base Price. If the Performance Criteria are not met in a relevant financial year, the entitlement acquired in other relevant financial years shall remain unaffected. If the Performance Criteria are not met in full in a relevant financial year, no Calculated Share Allotment shall be made in that financial year, not even on a pro rata basis.

This annual Calculated Share Allotment shall solely be used for guidance with respect to the determination of the final number of shares to be granted and transferred at the end of the term of the LTIP. The transfer or pledging of this share allotment entitlement to third parties is not possible.

„**Allocation Amount**“: For the calculation of the amount of the entitlement of an Eligible Person to be granted shares under the LTIP, 25% of the bonus base value (*Bonusbasiswert*) set forth in the relevant target agreement of the year 2023 shall be taken as the LTIP value. In return, each LTIP participant's cash entitlement under his or her previous bonus or premium agreement shall be reduced by 10%. For the members of the Management Board of PORR participating in the LTIP, the maximum variable remuneration due in cash is reduced to 90% of the annual fixed remuneration.

„**Base Price**": The Base Price is EUR 13.67 per share and is the unweighted average of the closing prices (*Schlusskurse*) of the Company's share on the Vienna Stock Exchange in the period from 29 March 2023 (inclusive) to 27 April 2023 (inclusive). This Base Price is relevant for the calculation of the maximum number of shares to be granted per LTIP participant and thus also for the total number of shares required for the LTIP, whereby the total number is limited to 500,000 shares in any case.

After the expiry of three years, at the end of the term of the LTIP, the actual allotment and transfer of Company shares to the Eligible Persons or – at the Company's discretion – in justified individual cases a cash redemption of the shares to be granted shall take place on the basis of the respective declarations of participation and the annually Calculated Share Allotments. Before the shares are finally transferred, LTIP participants are not entitled to dividends resolved during the term of the LTIP. The shares to be transferred are therefore only entitled to dividends from the financial year 2026 and will only be transferred after the Annual General Meeting that resolves on the discharge for the financial year 2025.

There is no retention period for those shares transferred through the LTIP.

Any entitlement to final allotment and transfer of shares shall generally lapse if the employment or Management Board relationship ends before the end of the term of the LTIP as described below:

(i) A LTIP participant terminates without good cause or resigns without good cause before the end of the term of the LTIP; the LTIP participant is at fault for a premature dismissal or termination of the employment relationship before the end of the term of the LTIP; before the end of the term of the LTIP, the LTIP participant is irrevocably released from employment.

(ii) In the case of members of the Management Board participating in the LTIP, the entitlement to final allotment and transfer of shares shall lapse if the appointment as member of the Management Board is revoked by the Supervisory Board for good cause pursuant to Section 75 Paragraph 4 AktG before the end of the term of the LTIP.

(iii) For important reasons, the Management Board or, in the case of Management Board members, the Supervisory Board, may decide to waive this forfeiture. Possible important reasons that would prevent a forfeiture are, in particular, disability, retirement or death of the LTIP participant.

PORR's LTIP as a form of share-based remuneration within the meaning of Section 78a Paragraph 5 AktG in conjunction with Section 78c Paragraph 2 No 4 AktG provides and clarifies that the Company reserves the right to redeem the right to transfer shares, in whole or in part, in cash at its own discretion if certain objectively justified reasons exist. This chosen form of employee participation must be strictly distinguished from exclusively virtual share options, for which the terms stock appreciation rights and phantom stocks are often used in practice, as the actual issue of shares is by no means (completely) waived and consequently the right to delivery of shares upon exercise is not excluded, but rather is the primary focus.

The Performance Criteria were met in the reporting year 2023, resulting in the following Allocation Amounts for 2023:

- for Dipl.-Ing. Jürgen Raschendorfer an Allocation Amount of EUR 125,000.00 or an annual Calculated Share Allotment of 9,144 shares;

- for Mag. Klemens Eiter an Allocation Amount of EUR 125,000.00 or an annual Calculated Share Allotment of 9,144 shares.

2.6 Clawback of variable remuneration components

In the reporting year, there were no cases of clawback, which is why no variable remuneration components were reclaimed.

3. REMUNERATION OF THE SUPERVISORY BOARD

3.1 Basic principles of Supervisory Board remuneration

The remuneration of the members of the Supervisory Board is fair and balanced, in line with the market and enhances the qualified composition of the Supervisory Board. This contributes to the business strategy and long-term development of the Company.

The members of the Supervisory Board receive a fixed remuneration, which is determined by the Annual General Meeting, as well as attendance fees. There are no variable remuneration components.

The members of the Supervisory Board delegated by the works council do not receive any separate remuneration for their activities. For this reason, they are not listed in the table in item 3.2.

In addition to the reimbursement of their out-of-pocket expenses (cash expenses) and an attendance fee for each meeting, each member of the Supervisory Board shall receive an annual expense allowance (*Aufwandsentschädigung*). The amount of the attendance fee and the expense allowance (*Aufwandsentschädigung*) shall be determined by resolution of the Annual General Meeting. The Annual General Meeting may also resolve on a total amount for the remuneration of the Supervisory Board and leave the allocation to the Chairman of the Supervisory Board. If the Supervisory Board mandate begins or ends during a current financial year, the respective Supervisory Board member shall be entitled to an aliquot remuneration for the duration of the membership in the Supervisory Board.

If members of the Supervisory Board assume a special activity in this capacity in the interest of the Company, a special remuneration may be approved for this by resolution of the Annual General Meeting.

The members of the Supervisory Board did not receive any social benefits, pension benefits, extraordinary benefits or variable remuneration. In addition, the members of the Supervisory Board are included in a D&O insurance maintained by the Company in the interest of the Company at an appropriate amount, with the Company paying the premium. This D&O insurance also covers the members of the Management Board, as well as all current, future and former members of the executive bodies of all companies of the PORR Group, as well as leading senior officers. It is not possible to provide information on the gross annual premium of the D&O insurance for the members of the Management Board and the Supervisory Board, as there is no breakdown of the premium payment for the individual members of the Management Board and members of the Supervisory Board and the other persons covered by the D&O insurance.

In the financial year 2023, the following persons were members of the Supervisory Board of PORR from 1 January 2023 to 31 December 2023: DDr. Karl Pistotnik (Chairman), Dipl.-Ing. Klaus Ortner (Deputy Chairman), Mag. Robert Grüneis, Dr. Walter Knirsch, Dipl.- Ing. Iris Ortner MBA, Dr. Bernhard Vanas, Dr. Susanne Weiss and Dr. Thomas Winischhofer LL.M., MBA, as shareholder representatives (*Kapitalvertreter*), as well as Gottfried Hatzenbichler, Wolfgang Ringhofer, Christian Supper and Martina Stegner as members delegated by the Works Council.

3.2 Total remuneration

The fixed remuneration for the members of the Supervisory Board elected by the Annual General Meeting was determined from the beginning of the financial year 2019 until a new resolution is passed by the Annual General Meeting, whereby the Chairman of the Supervisory Board is entitled to a fixed remuneration of EUR 50,000.00 per year, the Deputy Chairman of the Supervisory Board is entitled to a fixed remuneration of EUR 40,000.00 per year and the other members of the Supervisory Board are entitled to a fixed remuneration of EUR 30,000.00 per year. The additional attendance fee to be paid to the members of the Supervisory Board was fixed at EUR 1,500.00 per meeting of the Supervisory Board or one of its committees. Members of the Supervisory Board who are not resident in Austria shall additionally be reimbursed by the Company for any Austrian withholding tax legally due. The fixed remuneration is payable once a year in arrears within four weeks after the Annual General Meeting. The attendance fee is due for payment within four weeks after each Supervisory Board meeting.

(a) Fixed components of the remuneration

The following fixed remuneration components were paid to the members of the Supervisory Board (shareholder representatives) for the financial year 2023:

- DDr. Karl Pistotnik (Chairman of the Supervisory Board) – EUR 50,000.00
- Dipl.-Ing. Klaus Ortner (Deputy Chairman) – EUR 40,000.00
- Mag. Robert Grüneis – EUR 30,000.00
- Dr. Walter Knirsch – EUR 30,000.00
- DI Iris Ortner, MBA – EUR 30,000.00
- Dr. Bernhard Vanas – EUR 30,000.00
- Dr. Susanne Weiss – EUR 30,000.00[1]
- Dr. Thomas Winischhofer LL.M. MBA – EUR 30,000.00

[1] without withholding tax

(b) Variable components of the remuneration

No performance-related variable remuneration components were paid to Supervisory Board members in the financial years 2020 – 2023. An overview of the attendance fees granted is provided in the following table:

Remuneration of the Supervisory Board members 2020 – 2023

in EUR	Year	Fixed remuneration granted[1]	Attendance fee[2]	Total
DDr. Karl Pistotnik	2023	50,000.00	15,000.00	65,000.00
	2022	50,000.00	10,500.00	60,500.00
	2021	50,000.00	13,500.00	63,500.00

	2020	50,000.00	12,000.00	62,000.00
Dipl.-Ing. Klaus Ortner	2023	40,000.00	15,000.00	55,000.00
	2022	40,000.00	10,500.00	50,500.00
	2021	40,000.00	13,500.00	53,500.00
	2020	40,000.00	12,000.00	52,000.00
Mag. Robert Grüneis	2023	30,000.00	10,500.00	40,500.00
	2022	30,000.00	10,500.00	40,500.00
	2021	30,000.00	12,000.00	42,000.00
	2020	30,000.00	10,500.00	40,500.00
Dr. Walter Knirsch	2023	30,000.00	7,500.00	37,500.00
	2022	30,000.00	6,000.00	36,000.00
	2021	30,000.00	9,000.00	39,000.00
	2020	30,000.00	10,500.00	40,500.00
Dipl.-Ing. Iris Ortner, MBA	2023	30,000.00	10,500.00	40,500.00
	2022	30,000.00	10,500.00	40,500.00
	2021	30,000.00	12,000.00	42,000.00
	2020	30,000.00	10,500.00	40,500.00
Hon.-Prof. Dr. Bernhard Vanas	2023	30,000.00	12,000.00	42,000.00
	2022	30,000.00	9,000.00	39,000.00
	2021	30,000.00	10,500.00	40,500.00
	2020	30,000.00	12,000.00	42,000.00
Dr. Susanne Weiss[3]	2023	30,000.00	13,500.00	43,500.00
	2022	30,000.00	12,000.00	42,000.00
	2021	30,000.00	10,500.00	40,500.00
	2020	30,000.00	9,000.00	39,000.00
Dr. Thomas Winischhofer, LL.M., MBA	2023	30,000.00	12,000.00	42,000.00
	2022	30,000.00	10,500.00	40,500.00
	2021	30,000.00	12,000.00	42,000.00
	2020	30,000.00	12,000.00	42,000.00
Total	**2023**	**270,000.00**	**96,000.00**	**366,000.00**
	2022	**270,000.00**	**79,500.00**	**349,500.00**
	2021	**270,000.00**	**93,000.00**	**363,000.00**
	2020	**270,000.00**	**88,500.00**	**358,500.00**

[1] The figures represent the entitlement for the respective financial year. The fixed remuneration for a financial year will be paid in the following year. The payment will be made after the Annual General Meeting.

[2] The attendance fee amounts to EUR 1,500.00 per meeting.

[3] In accordance with the resolution of the Annual General Meeting on 29 May 2019, members of the Supervisory Board who are not resident in Austria additionally receive a legally applicable Austrian withholding tax refund from the Company. For Dr. Susanne Weiss, an amount of EUR 10,875.00 has been incurred in 2023, an amount of EUR 10,500.00 in 2022, an amount of EUR 10,125.00 in 2021 and an amount of EUR 9,750.00 in 2020 for the respective financial year.

3.3 Information on the compliance of the remuneration with the Remuneration Policy and the implementation of performance criteria of the Supervisory Board

In the financial year 2023, the members of the Supervisory Board received the respective remuneration listed in item 3.2. The total remuneration of the members of the Supervisory Board is in line with the resolved Remuneration Policy.

There were no performance criteria for the members of the Supervisory Board. For this reason, the preparation of a separate table, as provided for in item 5.1 for the members of the Management Board, was omitted.

3.4 Share-based remuneration

Not applicable, as PORR has not granted or is not currently granting any share-based remuneration to Supervisory Board members.

3.5 Clawback of variable remuneration components

In the reporting year, there were no cases of clawback, which is why no variable remuneration components were reclaimed.

4. EXCEPTIONS AND DEVIATIONS FROM THE REMUNERATION POLICY AND THE PROCEDURE FOR ITS IMPLEMENTATION

There were no deviations from the Remuneration Policy in the past financial year 2023.

In accordance with item 2.8 of the Remuneration Policy, the following provision was established with regard to deviations from the Remuneration Policy:

The Supervisory Board of PORR is entitled to deviate from this Remuneration Policy if this is necessary in exceptional events.

In the event of a deviation from the Remuneration Policy, a new remuneration policy must be presented at the next Annual General Meeting. At the same time, the remuneration committee of the Supervisory Board must determine that exceptional events exist according to which the deviation from the Remuneration Policy is necessary for the long-term development of the Company or to ensure its profitability. Exceptional events include, in particular, significant changes in the legal, economic and political environment, or changes in the market environment of the PORR Group.

Furthermore, a deviation from the Remuneration Policy is also permissible in particular – with regard to the fixed remuneration, the variable remuneration and additional components of the remuneration – if there are unforeseen Management Board vacancies and a necessary replacement cannot be made at the conditions contained in this Remuneration Policy.

5. COMPARATIVE DISCLOSURES ON THE CHANGE IN REMUNERATION AND COMPANY PERFORMANCE

5.1 Remuneration of the Management Board

The following table shows the remuneration of Management Board members in the period from the respective resolution on the Remuneration Policy at the respective Annual General Meeting of 2020 and its percentage change in an annual comparison as well as the average remuneration of other PORR employees:

	2020	2021	Change 2020/2021 in %	2022	Change 2021/2022 in %	2023	Change 2022/2023 in %
Total remuneration of the Management Board members in EUR							
Ing. Karl-Heinz Strauss, MBA, FRICS (CEO)	871,140.60	1,774,744.47	103.73%	1,782,454.20	0.43%	1,777,803.58	-0.26%
Mag. Klemens Eiter (CFO)	-	-	-	707,516.60	-	1,148,053.94	62.27%
Bmst. Ing. Josef Pein (COO)	552,077.19	1,121,710.86	103.18%	1,133,711.85	1.07%	1,110,282.64	-2.07%
Dipl.-Ing. Jürgen Raschendorfer (COO)	-	995,282.82	-	1,209,769.82	21.55%	1,159,771.09	-4.13%
Dkfm. Andreas Sauer (CFO)	533,227.78	1,554,713.84	191.57%	-	-	-	-
Dipl.-Bw. (FH) Thomas Stiegler (COO)	531,491.74	331,189.27	-37.69%	-	-	-	-
Dipl.-Ing. Jacobus Johannes Wenkenbach (COO)	51,476.77	-	-	-	-	-	-
Total	**2,539,414.08**	**5,777,641.26**	**127.52%**	**4,833,452.47**	**-16.34%**	**5,195,911.25**	**7.50%**
Company-Performance							
EBT in EUR million	- 51.0	+ 85.4	> 100%	110.0	28.90%	130.7	18.8%
Average employee remuneration on a full-time equivalent basis in EUR							
Employee remuneration	72,252.75	72,386.09	0.18%	82,324.44	13.73%	88,874.49	7.96%

5.2 Remuneration of the Supervisory Board

Since the beginning of the financial year 2019, the members of the Supervisory Board elected by the Annual General Meeting shall receive the following fixed remuneration:

- Chairman of the Supervisory Board: EUR 50,000.00
- Deputy Chairman of the Supervisory Board: EUR 40,000.00
- Other members of the Supervisory Board: EUR 30,000.00

The attendance fees have been determined at EUR 1,500.00 per meeting since 29 May 2019.

6. LONG-TERM VARIABLE REMUNERATION AGREEMENTS (LONG TERM INCENTIVE PROGRAM)

Reference is made to the information on the Long Term Incentive Program (LTIP) in item 2.5.

7. INFORMATION ON VOTING RESULTS

At the 143rd Annual General Meeting of PORR on 28 April 2023, the Remuneration Report for the financial year 2022 was resolved with the following votes:

YES: 22,590,652 Stimmen.

NO: 1,741,726 Stimmen.

ABSTENTION: 1,650 Stimmen.

Number of shares for which valid votes were cast: 24,332,378.

Percentage of share capital represented by these votes: 61.95%.

The Annual General Meeting approved the remuneration report with a large majority of 92.84%. An adjustment based on the voting result was therefore not made.

Annex 1

Amounts in EUR	Financial year 2022				Financial year 2023			
	Strauss	**Eiter**	**Pein**	**Raschendorfer**	**Strauss**	**Eiter**	**Pein**	**Raschendorfer**
Fixed Remuneration								
- Annual fixed remuneration	850,000.00	333,333.33	500,000.00	500,000.00	850,000.00	500,000.00	500,000.00	500,000.00
Variable Remuneration								
- Annual bonus for the financial year (payable)	850,000.00	333,333.33	500,000.00	500,000.00	850,000.00	450,000.00	500,000.00	450,000.00
- Annual bonus for the previous year (paid)	850,000.00	0.00	500,000.00	408,333.34	850,000.00	333,333.33	500,000.00	500,000.00
- LTIP Allocation	-	-	-	-	-	125,000.00	-	125,000.00
- LTIP Payment	-	-	-	-	-	0	-	0
Additional remuneration components	82,454.20	40,849.94	133,711.85	209,769.82	77,803.58	73,053.94	110,282.64	84,771.09
Total	1,782,454.20	707,516.60	1,133,711.85	1,209,769.82	1,777,803.58	1,148,053.94	1,110,282.64	1,159,771.09
Relative proportion of the fixed components (in %)	47.69 %	47.28 %	44.10 %	41.33 %	47.81 %	43.55 %	45.03 %	43.11 %
Relative proportion of the variable components (in %)	47.69 %	47.28 %	44.10 %	41.33 %	47.81 %	50.09 %	45.03 %	49.58 %
Relative proportion of the additional remuneration components (in %)	4.63 %	5.44 %	11.79 %	17.34 %	4.38 %	6.36 %	9.93 %	7.31 %
Total Remuneration		**4,833,452.47**				**5,195,911.25**		