Declaration of alstria office REIT-AG on the German Corporate Governance Code according to Section 161 German Stock Corporation Act

Management and Supervisory Boards of alstria office REIT-AG declare:

I. alstria office REIT-AG (“**Company**”) has - apart from the exceptions stated below - complied with the recommendations of the ‘Government Commission German Corporate Governance Code‘ in the version as amended on December 16, 2019 since they entered into force on March 20, 2020 (“**GCGC 2020**”) with the following exceptions. The Company intends to comply with the recommendations of the GCGC 2020 in future, with the exceptions stated below:

Publication of rules of procedure for the Supervisory Board, D.1 GCGC 2020

The rules of procedure for the Supervisory Board of alstria office REIT-AG are currently being revised and adapted to the current regulatory framework. After completion of the revision, the rules of procedure for the Supervisory Board will be published on the Company website.

Remuneration of the Management Board

Compared to the previous version, Section G.I. of the GCGC 2020 contains new recommendations on the remuneration of the Management Board. The Company’s Management Board remuneration system, which was approved by the Annual General Meeting of alstria office REIT-AG on May 16, 2017 complies largely, but not fully with these new recommendations. Currently, the Management Board compensation system is being revised and adapted to the new regulatory requirements. The requirements of the GCGC 2020 are also being considered. The adjusted remuneration system for the Management Board is to be presented to the Annual General Meeting of the Company in financial year 2021 for approval.

Determination of a maximum compensation, G.1 GCGC 2020

Although the remuneration system for the Management Board specifies maximum amounts for the remuneration, this does not yet include fringe benefits for Company cars, insurance and pension benefits. As part of the revision of the remuneration system for the Management Board, a maximum remuneration is to be determined which includes any and all fringe benefits.

Change of performance targets for elements of variable remuneration, G.8 GCGC 2020

The short-term incentive remuneration element of the Management Board is mainly based on the achievement of a funds from operations per share (“**FFO per share”**) target. In the event that the achieved FFO per share in a financial year is impacted by real estate acquisitions and disposals, the

Supervisory Board adjusts the FFO per share target accordingly. In doing so, the Supervisory Board ensures the Management Board is not incentivized to enter into acquisitions by means of achieving personal short-term benefits. The impact of any real estate transaction on the management remuneration is solely linked to multi-year remuneration elements, therefore aligning the interest of the Management Board with those of the Company and its shareholders. Furthermore, the FFO per share target is being adjusted to changes in the Company's share capital carried out in the relevant financial year.

Possibility to retain or reclaim variable compensation, G.11 GCGC

The current remuneration system for the Management Board provides for a possibility for the Supervisory Board to reduce variable remuneration components by 30%; it does, however, not provide for a possibility to entirely retain or reclaim variable remuneration components. As part of the current revision of the Management Board compensation system, the introduction of such possibilities is being examined and considered.

II. Since the prior declaration of compliance, dated December 5, 2019, until the GCGC 2020 entered into force on March 20, 2020 the Company has - apart from the exceptions stated below - complied with the recommendations of the 'Government Commission German Corporate Governance Code' in the version as amended on February 7, 2017 ("**GCGC 2017"**) with the following exceptions:

Deductible for D&O insurance for the Supervisory Board, Section 3.8 GCGC 2017

The D&O insurance for the alstria office REIT-AG Supervisory Board does not comprise a deductible. The Supervisory Board believes its members will carry out their duties responsibly irrespective of any such deductible.

Change of performance targets for elements of variable remuneration, Section 4.2.3 GCGC 2017

The short-term incentive remuneration element of the Management Board is mainly based on the achievement of a FFO per share target. In the event that the achieved FFO per share in a financial year is impacted by real estate acquisitions and disposals, the Supervisory Board adjusts the FFO per share target accordingly. In doing so, the Supervisory Board ensures the Management Board is not incentivized to enter into acquisitions by means of achieving personal short-term benefits. The impact of any real estate transaction on the management remuneration is solely linked to multi-year remuneration elements, therefore aligning the interest of the Management Board with those of the Company and its shareholders. Furthermore, the FFO per share target is being adjusted to changes in the Company's share capital carried out in the relevant financial year.

Determination of a level of benefits for the private pension plan, Section 4.2.3 GCGC 2017

As the Company has opted for a defined contribution model for the private pension plan of the Management Board members for reasons of transparency and risk management, the Supervisory Board has not fixed a level of benefits for the private pension plan of the Management Board members. The Supervisory Board believes it is in the best interest of the Company to have a defined contribution model rather than a defined benefit model, as the defined contribution does not create any unforeseen future liability for the Company.

Discussion of the financial reports by the Supervisory Board or its Audit Committee and the Management Board prior to their publication, Section 7.1.2 GCGC 2017

The quarterly interim statements are made available to the Supervisory Board prior to their publication and are discussed with the Supervisory Board in detail soon after publication. In the event of considerable differences to the budget or business plan as approved by the Supervisory Board, the Supervisory Board is given the opportunity to discuss the figures with the Management Board before they are published. Half-year financial reports are discussed with the Audit Committee of the Supervisory Board prior to publication. The Management Board and Supervisory Board consider this approach appropriate and adequate.

The German version shall prevail.

Hamburg, December 3rd, 2020

Dr Johannes Conradi Chairman of the Supervisory Board	Olivier Elamine Chairman of the Management Board