

Remuneration system for the supervisory board members 2021

(Agenda item 9: Confirmation of the remuneration for the supervisory board members)

1. Principles of the remuneration system for members of the supervisory board

Following the implementation of the second European Shareholder Rights Directive into German law, a remuneration system must also be developed for the members of the supervisory board in accordance with section 113 paragraph 3 German Stock Corporation Act (*Aktiengesetz*, “AktG”) and submitted to the annual general meeting for resolution.

The structure of supervisory board remuneration follows the following guiding principles: Fixed remuneration ensures that the supervisory board can exercise its control and advisory function in an independent manner, detached from the short-term success of alstria office REIT-AG (“alstria”). This enables the supervisory board in particular to focus its activities on the long-term development of alstria.

Remuneration levels take into account the functions and the respective responsibilities of the supervisory board members and are in an appropriate relationship to the situation of alstria. In particular, appropriate consideration is given to the greater amount of time spent in the function of chair and deputy chair as well as the chair and members of the committees.

Provisions of the AktG and recommendations for the remuneration of members of the supervisory board in the German Corporate Governance Code (“GCGC”) form the regulatory framework of the remuneration system.

2. Procedure for determining and implementing the remuneration system

The remuneration for the members of the supervisory board is decided by the annual general meeting.

At least every four years or in case of a change, the remuneration system of the members of the supervisory board is submitted to the annual general meeting for resolution. In the event that the annual general meeting does not approve a remuneration system put to the vote, a revised remuneration system shall be presented at the latest at the following the annual general meeting.

3. Structure of the remuneration system for members of the supervisory board

Members of the supervisory board each receive an annual fixed remuneration of EUR 50,000. The chair of the supervisory board receives an additional annual amount of EUR 100,000 (factor 3); the deputy chair receives an additional amount of EUR 25,000 (factor 1.5).

Membership in the audit committee entitles a member to an additional remuneration of EUR 10,000, while the chair of the audit committee receives EUR 20,000 per year (factor 2). Membership in the nomination and remuneration committee as well as the finance and investment committee each entitle a member to an additional annual remuneration of EUR 7,500. The chairs of these committees are compensated with additional EUR 15,000 per

year (factor 2). Membership in the ESG committee and in temporary committees does not entitle a member to additional remuneration. Members who belong to the supervisory board respectively one of its committees for only part of a year receive a *pro rata temporis* remuneration.

Remuneration element	Remuneration of the Supervisory Board
Annual fixed remuneration	Chair: EUR 150,000 Deputy Chair: EUR 75,000 Supervisory Board Member: EUR 50,000
Committee remuneration	Audit Committee: EUR 10,000 / 20,000 (Chair) Nomination and Remuneration Committee: EUR 7,500 / 15,000 (Chair) Finance and Investment Committee: EUR 7,500 / 15,000 (Chair)

In addition, members of the supervisory board will be reimbursed for their expenses regarding activities (in particular travel, accommodation, subsistence and telecommunications costs) performed for alstria.

Members of the supervisory board have agreed upon and entered into a commitment to acquire shares of alstria for an amount corresponding to the annual fixed remuneration for their activity as members, chair, or deputy chair of the supervisory board (without committees) within three years from their appointment and to hold them for the duration of their membership in alstria's supervisory board (Self-Commitment). By means of this Self-Commitment the members of the supervisory board intend to adhere to the guiding principles of the Share Ownership Guidelines introduced for the members of the management board and to declare their sustained commitment to alstria.

4. Significant changes compared to previous remuneration system

The remuneration of the supervisory board members as last determined at the annual general meeting on May 16, 2017 shall be confirmed and remain unchanged.