

PROFILE FOR THE SUPERVISORY BOARD

alstria office REIT-AG's Supervisory Board shall ensure proper consultation with and control of the Management Board. Therefore, Supervisory Board members shall have the knowledge, skills and experience necessary to properly fulfil their duties and complement one another. For this reason, on December 5, 2022 the Supervisory Board has last established this profile of skills and expertise and diversity concept with targets for the composition of the Supervisory Board ("**Profile for the Supervisory Board**") according to Sec. 289 f HGB and the Code. Thereby, the Supervisory Board has especially considered alstria's specific situation and shareholder structure.

General profile of qualification

- Managerial or operational experience
- Availability and willingness to dedicate sufficient time
- Discretion and integrity
- Capacity for interaction and teamwork
- Leadership skills and persuasive power
- Age of up to 70 years, as a rule

Qualification and diversity

- The members of the Supervisory Board shall complement one another in terms of background, professional experience and skills in order to provide the Supervisory Board with the most diverse sources of experience and skills possible, including such regarding sustainability issues relevant to the Company.
- Viewed as a whole, the members must be familiar with the real estate sector.
- At least two members of the Audit Committee, including the Chair, shall be financial experts: At least one member shall have gained special expertise and experience in accounting, the application of accounting principles and internal control systems (. At least one further member shall have gained special expertise and experience in the auditing of annual statements.
- The members of the Supervisory Board shall complement one another in terms of gender. At least two members shall be female. At least two members shall be male.

Independence

A Supervisory Board member is **independent from the Company and its management** as long as it has no personal or business relationships with the Company or its Management Board, which could cause a substantial and not merely temporary conflict of interest.

A Supervisory Board member is **independent from a controlling shareholder** if the Supervisory Board member or a close relative is neither a controlling shareholder, nor a member of the executive governing body of the controlling shareholder and does not have a business or personal relationship with the controlling shareholder that may cause a substantial and not merely temporary conflict of interest.

The Supervisory Board has determined the following requirements for the independence of its members from the Company and its management. The Supervisory Board regularly reviews at its reasonable discretion, whether its members are independent in its assessment. Thereby, the Supervisory Board particularly considers if a Supervisory Board member or one of their close relatives

- was a member of the Management Board in a Group company in the two years before its appointment;
- has, or had within the year up to his appointment, a material business relationship with the Group or a member of the Management Board (e.g., as a tenant, lender or advisor), either directly or as a shareholder, director or senior employee of a non-group entity that has such a relationship with the Group;
- is a close relative of one of the members of the Management Board of the Company;
- has been a member of the Supervisory Board for more than 12 years;

Should the Supervisory Board come to the conclusion that a Supervisory Board member is independent even though there are opposing criteria, the Supervisory Board will give reasons for this assessment in the corporate governance statement.

Independence in the plenum and committees:

The Supervisory Board has determined the following requirements for the independence regarding the composition of the plenum and the committees:

- The number of members of the Supervisory Board that shall be independent from a controlling shareholder is determined taking into consideration the relative ownership of such shareholder as well as the legal requirements for independence in the committees.
- No more than two Supervisory Board members shall be former members of the Management Board.
- The **Chair of the Supervisory Board** shall be independent from the Company and its Management Board. The Chair of the **Audit Committee** shall be independent from the Company and its Management Board and from a controlling shareholder.
- The Chair of the **Nomination and Remuneration Committee** shall be independent from the Company and its Management Board.

Succession planning and elections to the Supervisory Board

alstria appoints Supervisory Board members using a structured process. The Supervisory Board submits nominations to the Annual General Meeting for each vacant Supervisory Board position.

The Supervisory Board chooses the candidates whom it recommends to the Annual General Meeting for an election as follows: Whenever a Supervisory Board members' office term comes to an end, the Supervisory Board checks the composition of the Supervisory Board and whether the targets laid down in the Profile for the Supervisory Board are being met. The Supervisory Board also checks whether the targets need to be adjusted in light of alstria's situation and circumstances, which might have evolved. Given such results, the Supervisory Board assesses in the first place whether it would be

appropriate to recommend to the Annual General Meeting to reappoint the Supervisory Board member whose term of office will end with the next Annual General Meeting. When doing so, the Supervisory Board takes into consideration the criteria for independence mentioned above. The Supervisory Board strives to fulfil the Profile for the Supervisory Board.

In its election proposals to the Annual General Meeting, the Supervisory Board discloses the personal and business relationships of every candidate with the Company, the Management and Supervisory Boards and any shareholders with a material interest in the Company. The election proposals go along with a curriculum vitae, providing information on each candidate's relevant knowledge, skills and professional experience and an overview of the candidate's material activities in addition to the Supervisory Board mandate.

The Annual General Meeting of shareholders elects each member of the Supervisory Board individually. Where an application is made for the appointment of a Supervisory Board member by a court, the term of that member will be limited until the next Annual General Meeting.

Status of implementation

The profile of skills and expertise and diversity concept with targets for the composition of the Supervisory Board is taken into account in the election proposals to the Annual General Meeting as well as into any application to judicial appointment of Supervisory Board members, with care being taken to ensure that the profile is met for the Supervisory Board as a whole. This was most recently the case for the following personnel changes in the Supervisory Board:

Following the takeover of the Company by Alexandrite Lake Lux Holdings S.à r.l., Dr. Johannes Conradi, Benoît Hérault, Richard Mully and Marianne Voigt resigned as members of the Company's Supervisory Board with effect from February 28, 2022. At the Company's request Brad Hyler, Jan Sucharda, Karl Wambach and Becky Worthington were appointed by the Hamburg Local Court as members of the Supervisory Board of the Company with effect from March 1, 2022 and elected by the Annual General meeting on June 10, 2022 as members of the Supervisory Board until the end of the Annual General Meeting in 2023, or 2027, respectively.

The current composition of the Supervisory Board meets all the objectives set out in the Profile for the Supervisory Board. In the opinion of the Supervisory Board, all current members of the Supervisory Board are independent from the Company and its Management Board. Furthermore, all current members of the Supervisory Board are independent from the controlling shareholder, except for Brad Hyler, Jan Sucharda and Karl Wambach, who each have a business relation with Brookfield, the controlling shareholder of alstria. Brad Hyler also belongs to the governing bodies of Brookfield.

Having held the position as CFO at various companies for many years, Becky Worthington (as Chair of the Audit Committee) has professional expertise in the fields of accounting and auditing, namely special knowledge and experience in the application of accounting principles and internal control and risk management systems as well as special knowledge and experience in the auditing of financial statements, including sustainability reporting and its audit and assurance.

Having been a CEO of several companies, Dr. Frank Pörschke has professional expertise in the field of accounting, namely special knowledge and experience in the application of accounting principles and internal control and risk management systems, including sustainability reporting.

Status of implementation of the Profile for the Supervisory Board:

	Brad Hyler ¹⁾	Jan Sucharda	Dr. Frank Pörschke	Elisabeth Stheeman	Karl Wambach	Becky Worthington ²⁾
<i>Year of birth</i>	1978	1960	1965	1964	1980	1971
<i>Term of office in years³⁾</i>	1	1	2	2	1	1
<i>Appointed until</i>	2027	2027	2024	2024	2023	2023
Diversity						
Gender	m	m	m	f	m	f
Nationality	US-American	Canadian	German	German & British	German & American	British
Independence						
Term of office for more than 12 years ⁴⁾	no	no	no	no	no	no
Personal relationship with Management Board ⁵⁾	no	no	no	no	no	no
Material business relationship ⁶⁾	no	no	no	no	no	no
Relationship with controlling shareholder ⁷⁾	yes	yes	no	no	yes	no
Knowledge and experience						
Industry background	Real Estate	Real Estate	Real Estate	Finance	Real Estate	Real Estate
Real estate sector	X	X	X	X	X	X
Financial expert accounting	X		X	X		X
Financial expert audit						X
ESG			X	X		X

¹⁾ Chair of Supervisory Board and Nomination and Remuneration Committee

²⁾ Chair of Audit Committee

³⁾ until the close of the Annual General Meeting in the respective financial year

⁴⁾ Relating to the Supervisory Board member and his/her close relatives

⁵⁾ Former member or close relative of a member of alstria's Management Board, relating in each case to the Supervisory Board member and his/her close relatives

⁶⁾ With alstria or a member of the Management Board, directly or as a shareholder or in a responsible function of a company outside the Group, currently or within the year up to his/her appointment, relating in each case to the Supervisory Board member and his/her close relatives

⁷⁾ Member of the executive governing body of controlling shareholder and /or business or personal relationship with controlling shareholder, relating in each case to the Supervisory Board member and his/her close relatives

February 2023

Brad Hyler
Chairman of the Supervisory Board

Olivier Elamine
Chairman of the Management Board