

## **Resolutions on diversity concepts for the Supervisory Board and Managing Board of PATRIZIA Immobilien AG in accordance with section 289f paragraph 2 (6) of the HGB**

### **Resolution proposal**

The Supervisory Board is proposed to adopt the resolutions below:

#### **1. Diversity concept for the Supervisory Board**

The Supervisory Board determines the diversity concept below for the composition of the Supervisory Board in accordance with section 289f paragraph 2 (6) of the HGB:

The Supervisory Board should be composed in such a way that its members have the overall knowledge, skills and professional experience necessary to perform their duties properly.

For this purpose, the Supervisory Board has set goals for its composition, which also take into account the recommendations of the German Corporate Governance Code. At the same time, the goals determined by the Supervisory Board describe the concept with which the Supervisory Board strives to achieve a varied composition (diversity concept).

In addition, when looking for qualified personalities for the Supervisory Board, which would strengthen the Supervisory Board in its entirety in the context of these goals with specialist and management skills, diversity should generally be considered. In the preparation of appointment proposals, it is to be assessed on a case-by-case basis whether diversity in the expertise and perceptions of the members of the Supervisory Board, different, complementary specialist profiles, professional and life experiences, also internationally and upon suitable qualification an adequate representation of both sexes will benefit the work of the Supervisory Board. The Supervisory Board should have a wide range of experience and different specialist knowledge. In addition, the Supervisory Board should have a broad diversity of opinion and knowledge overall to develop a good understanding of the current status and the longer-term opportunities and risks associated with the business activities of the company and the Group.

Appointment proposals of the Supervisory Board to the Annual General Meeting for the election of Supervisory Board members of the shareholders should take the diversity concept of the Supervisory Board into account in such a way that they are supported by corresponding election resolutions of the Annual General Meeting. However, the Annual General Meeting is not bound by proposals of the Supervisory Board.

## 2. Diversity concept for the Managing Board

The Supervisory Board determines the diversity concept below for the composition of the Managing Board in accordance with section 289f paragraph 2 (6) of the HGB:

When considering which personalities would complement the Management Board best as a whole, the Supervisory Board also considers diversity. The Supervisory Board understands diversity as a particularly different point of consideration, complementary specialist profiles, professional and life experiences, also internationally and upon suitable qualification an adequate representation of both genders. In particular, the Supervisory Board also considers the aspects below:

- As a whole, the Managing Board should have appropriate management experience.
- As a whole, the Managing Board should have as much experience as possible from different training courses and professions.
- As a whole, the Managing Board should have expertise in the property sector, asset management and international experience
- As a whole, the Managing Board should have many years of experience in strategy development, finance, capital market and personnel management and legal affairs and compliance
- By 30 June 2019, the Supervisory Board has a target ratio of 25% for the percentage of women on the Managing Board.
- The age of the members of the Managing Board should be adequately mixed.

The Supervisory Board decides in the interests of the company and under consideration of all circumstances of the individual case which personality is to fill which specific position on the Managing Board.