

## Remuneration system for members of the Supervisory Board as resolved at the Annual General Meeting on 14 October 2021

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### 1. Contribution of the compensation to the promotion of the business strategy and the long-term development of PATRIZIA AG

The structure and amount of Supervisory Board compensation take into account the requirements of the office of a Supervisory Board member at PATRIZIA AG, in particular the time and responsibility involved. The remuneration is in line with the market and its level - also in comparison with the remuneration of Supervisory Board members of comparable listed companies in Germany - is commensurate with the duties of the Supervisory Board members and the situation of PATRIZIA AG. The remuneration makes it possible to recruit suitable and qualified candidates for the office of Supervisory Board member. In this way, the Supervisory Board remuneration contributes to the Supervisory Board as a whole being able to perform its duties of monitoring and advising the Management Board properly and competently. The restriction to fixed remuneration takes account of the duties of the Supervisory Board. The restriction creates an incentive for the members of the Supervisory Board to appropriately scrutinize the Management Board's management in the performance of their supervisory and advisory duties without primarily focusing on the development of key operating figures. Together with the Management Board, the Supervisory Board thus promotes the business strategy and long-term development of PATRIZIA AG. The restriction to fixed remuneration also complies with suggestion G.18 Sentence 1 of the German Corporate Governance Code.

### 2. Compensation components

The remuneration of the members of the Supervisory Board consists of fixed compensation.

The annual fixed remuneration of the members of the Supervisory Board amounts to EUR 80,000.00. The Chairman of the Supervisory Board receives an annual fixed remuneration of EUR 100,000.00 and Deputy Chairmen receive an annual fixed remuneration of EUR 90,000.00. Each member of a committee also receives additional annual remuneration of EUR 10,000.00, and the chairman of a committee receives additional annual remuneration of EUR 20,000.00. The remuneration of the members of the Supervisory Board thus also complies with Recommendation G.17 of the German Corporate Governance Code, according to which the higher time expenditure of the Chairman and Deputy Chairman of the Supervisory Board as well as the Chairman and members of committees should be adequately taken into account. The remuneration is paid to the members of the Supervisory Board in four equal

instalments at the end of each quarter. Supervisory Board members who have not belonged to the Supervisory Board for a full fiscal year receive the remuneration pro rata temporis.

In addition, the members of the Supervisory Board receive an attendance fee of EUR 1,500.00 for each personal attendance at a meeting of the Supervisory Board and its committees. An attendance fee is only paid once for several meetings held on the same day.

The members of the Supervisory Board also receive reimbursement of their expenses and reimbursement of any value added tax payable on their remuneration and expenses.

### **3. Procedures for establishing, implementing and reviewing the remuneration system**

The Annual General Meeting sets Supervisory Board compensation in the Articles of Association or by resolution at the proposal of the Management Board and Supervisory Board. The current Supervisory Board remuneration is regulated in § 15 of the Articles of Association of PATRIZIA AG.

The Annual General Meeting shall resolve on the remuneration of the Supervisory Board at least every four years. A resolution confirming the existing remuneration is also permissible. In preparation for the resolution by the Annual General Meeting, the Management Board and the Supervisory Board each review whether the Supervisory Board compensation continues to be in the interest of PATRIZIA AG and is appropriate, particularly with regard to its amount and structure. If necessary, the Management Board and Supervisory Board propose an appropriate adjustment to the compensation to the Annual General Meeting.