

SYSTEM FOR THE REMUNERATION OF THE MEMBERS OF THE SUPERVISORY BOARD OF TAG IMMOBILIEN AG UNDER SECTIONS 113 (3) SENTENCE 3 AND 87A OF THE GERMAN STOCK CORPORATION ACT (ITEM 6)

A. Wording of the Articles of Incorporation

The remuneration of the members of the Supervisory Board is governed by Article 15 of the Company's Articles of Incorporation, which reads as follows:

- "(1) Each member of the Supervisory Board shall receive fixed remuneration of EUR 20,000.00 per year. The Chairman of the Supervisory Board shall receive fixed remuneration of EUR 175,000.00 per year. His deputy shall receive one-and-a-half times the remuneration referred to in Sentence 1.*
- (2) Members of the Supervisory Board who are members of a committee shall receive further fixed remuneration of EUR 5,000.00 for their work on the committee. The chairperson of a committee shall receive one and a half times this further fixed remuneration. The chairperson of the audit committee shall receive fixed remuneration of EUR 75,000.00 for each year. Members of the nomination/personnel committee and the Chairman of the Supervisory Board shall not receive any further fixed remuneration for their committee activities but shall receive an attendance fee of EUR 500.00 for each meeting of the committee that they attend as a member of such committee.*
- (3) The Company shall take out appropriate D&O insurance for the members of the Supervisory Board and pay the premiums for such insurance.*
- (4) If the conditions for payment of the remuneration are satisfied on only a time-proportionate basis, the remuneration in question shall be duly paid on a time-proportionate basis.*
- (5) The members of the Supervisory Board shall be reimbursed for all expense which they incur in the performance of their duties as members of the Supervisory Board as well as any value added tax payable on their remuneration."*

B. Contribution of remuneration to furthering the Company's business strategy and long-term development

Overall, the system complies with the requirements of the German Corporate Governance Code as amended on 16 December 2019.

In accordance with the recommendation in G.18 Sentence 1 of the German Corporate Governance Code, the remuneration of the members of the Supervisory Board consists exclusively of fixed remuneration components plus any attendance fees, reimbursement of expenses and insurance cover, but no variable remuneration elements. The fixed remuneration strengthens the independence of the members of the Supervisory Board and thus makes an indirect contribution to the Company's long-term development (see Section 87a (1) Sentence 2 No. 2 of the German Stock Corporation Act).

At the same time, the remuneration system provides an incentive for members of the Supervisory Board to proactively support the Company's business strategy (see Section 87a (1) Sentence 2 No. 2 of the German Stock Corporation Act) by appropriately taking into account, in accordance with G.17 of the German Corporate Governance Code, the greater time commitment of the Chairman of the Supervisory Board, who is involved particularly closely in discussing strategic issues (D.6 of the German Corporate Governance Code), and of the Deputy Chairman of the Supervisory Board as well as the chairperson or members of committees.

1. Remuneration components

The two remuneration components, the basic remuneration and the additional remuneration for committee activities, are summarised as follows (see also wording of the Articles of Incorporation, figures in EUR):

Remuneration component	Chairman	Deputy Chairman	Ordinary member
Basic remuneration	175,000.00	30,000.00	20,000.00
Remuneration component	Chairperson of a committee	Ordinary member of a committee	
Committee activity (does not apply to members of the nomination/personnel committee and the Chairman of the Supervisory Board)	7,500.00	5,000.00	
	Audit committee: 75,000.00		
Attendance fee (applies only to members of the nomination/personnel committee and the Chairman of the Supervisory Board)	500.00		

In addition, appropriate directors' and officers' liability insurance (D&O insurance) has been taken out and the premiums duly paid; the D&O insurance for members of the Supervisory Board continues to provide for a deductible of 10% of the claim. In addition, expenses incurred by the members of the Supervisory Board in the performance of their duties are reimbursed. Moreover, the Company reimburses any value added tax payable on the remuneration and the reimbursement of expenses.

2. No variable remuneration, no remuneration-based legal transactions

As the remuneration system does not include any variable remuneration components, disclosures pursuant to Section 87a (1) Sentence 2 Nos. 4, 6, 7 of the German Stock Corporation Act are dispensed with.

The remuneration of the members of the Supervisory Board is determined directly in the Articles of Incorporation. For this reason, there are no contractual remuneration-based legal transactions within the meaning of Section 87a (1) Sentence 2 No. 8 of the German Stock Corporation Act.

3. Vesting periods

Vesting periods, which may be appropriate particularly in the case of variable remuneration components, are not provided for in the remuneration system due to the lack of any variable remuneration components.

4. Inclusion of employees' remuneration and employment conditions

The Articles of Incorporation do not provide for any legally binding link as such a link does not reflect the specific functions of the Supervisory Board and would unreasonably curtail the shareholders' freedom to determine the remuneration of the Supervisory Board.

5. Determination, implementation and review of the remuneration system

The remuneration system and the specific remuneration of the members of the Supervisory Board are determined by the shareholders who pass a resolution approving the remuneration of the members of the Supervisory Board at least every four years in accordance with Section 113 (3) of the German Stock Corporation Act. A confirmatory resolution requiring a simple majority of votes is admissible. If a confirmatory resolution is not passed, a revised remuneration system must be presented for approval at the following annual general meeting at the latest. A material change to the remuneration system set out in the Articles of Incorporation and the remuneration of the members of the Supervisory Board requires a resolution to amend the Articles of Incorporation that is passed with a majority

of the votes cast. The Supervisory Board, and particularly the Personnel Committee responsible for determining remuneration, continuously review the remuneration of the members of the Supervisory Board set by the annual general meeting to determine its compatibility with any new legal requirements, the recommendations of the German Corporate Governance Code, the expectations of the capital market and its market appropriateness. If the Supervisory Board identifies any need for change in this regard, it draws up a revised remuneration system, which it submits to the shareholders for approval in accordance with Section 124 (3) 1 of the German Stock Corporation Act. Any conflicts of interest in the modification of the remuneration system are ruled out by the fact that the shareholders have the ultimate and sole powers of approval. Similarly, the shareholders have the possibility, provided that the applicable statutory conditions are met, to place the remuneration system and the remuneration of the members of the Supervisory Board, including any proposed changes, on the agenda of any meeting of the shareholders pursuant to Section 122 of the German Stock Corporation Act or to submit corresponding (counter) motions pursuant to Section 126 of the German Stock Corporation Act.