

Accentro Real Estate AG
with registered office in Berlin

**(Virtual) annual general shareholders' meeting
on Tuesday, 22 June 2021**

Remuneration of the Supervisory Board members

Pursuant to § 113(3) of the Corporation Act, the Company's shareholders must adopt a resolution in general meeting on the remuneration of the Supervisory Board members at least every four years. The first resolution based on § 113(3) of the Corporation Act as amended by the Act Implementing the Second Shareholders' Rights Directive (ARUG II), must be adopted by the end of the first annual general meeting following 31 December 2020.

Pursuant to § 11(3) of the Company's Articles of Association, the Supervisory Board receives remuneration to be determined by the shareholders in general meeting. Most recently, the shareholders resolved in general meeting on 15 May 2017 for the Supervisory Board members to receive the following fixed remuneration:

Supervisory Board Chairman:	EUR 60,000.00 (net) p.a.
Vice Chairman of the Supervisory Board:	EUR 45,000.00 (net) p.a.
Ordinary Supervisory Board member:	EUR 30,000.00 (net) p.a.

There are no other remuneration components; in particular, no separate attendance fee is paid.

Staggering the remuneration already adequately takes into account the greater time expended by the Chairman and Vice Chairman of the Supervisory Board.

The Supervisory Management Boards propose that the amount of the existing remuneration of the Supervisory Board members be confirmed until a new shareholder resolution - in four years at the latest - and that, in addition, the following resolution be adopted:

The amount and distribution of remuneration among the Supervisory Board members should always be commensurate with their responsibilities and duties on the Supervisory Board and reflect the situation of the Company. In accordance with the recommendations of the German Corporate Governance Code, this is reflected in the relative remuneration of the various Supervisory Board members: The remuneration of the Chairman should be two times and that of the Vice Chairman 1.5 times the base remuneration of ordinary Supervisory Board members. If committees are formed in the future due to an enlargement of the Supervisory Board, the assumption of committee activities must also be taken into account in the amount of remuneration.

Also in accordance with the recommendations of the German Corporate Governance Code, the Supervisory Board should receive only fixed remuneration. Variable remuneration is neither necessary to provide additional incentives for good monitoring activity, nor is it expedient. Unlike the Management Board, which can generally have a direct impact on the Company's results through its strategic and operational decisions, the Supervisory Board's activities have no direct effect on fixed key indicators such as the share price or EBIT.

Expenses incurred by Supervisory Board members and the value-added tax payable on their remuneration are reimbursed by the Company.

Overall, Supervisory Board remuneration should be so attractive in comparison with the market that the Company will continue to succeed in attracting the best candidates to serve on the Company's Supervisory Board in order to ensure the best possible supervision of the Management Board and thus make a significant contribution to the Company's long-term success. A comparison with other comparable listed companies can therefore be used to assess adequacy.

A new decision on the remuneration system is to be taken every four years at the latest. Depending on the situation and development of the Company and the market, the Management and Supervisory Boards will propose to the shareholders in general meeting an earlier adjustment of the amount of the remuneration or the remuneration system in general.