



Munich, 10 March 2021

### Remuneration policy of Real I.S. AG Gesellschaft für Immobilien Assetmanagement

Real I.S. has defined a remuneration system for all its employees in accordance with Section 37 KAGB and Appendix II of Regulation 2011/61/EU (AIFM directive) which meshes with and is conducive to a sound and effective risk management system.

The remuneration system also particularly applies to the Board of Management, to employees whose tasks have a significant influence on the risk profile of Real I.S. or the assets under management (risk incumbents), employees exercising control functions, and all employees who receive overall remuneration which puts them at the same income level as managers and risk incumbents.

Along with compliance with regulatory requirements, Real I.S.'s remuneration policy is geared towards promoting sustainable and risk aware conduct on the part of employees, as well aligning the business model to the sustainable success and risk structure of Real I.S. At the same time, remuneration is designed to reward performance and ensure the retention of motivated employees. In this context, specifically no incentives are created which encourage risk taking not compatible with the risk profile, the investment terms and conditions or the articles of association pertaining to the assets which Real I.S. manages and which could prevent the company acting in the best interest of the respective investment funds in accordance with its obligations.

Sustainability risks in the areas of Environmental, Social and Governance are incorporated into the remuneration policy. The remuneration policy provides for variable remuneration granted to employees in accordance with the corporate objectives and the goals determined in the context of individual agreements. Inasmuch, and in agreeing these goals, Real I.S. also takes account of avoiding sustainability risks and achieving certain sustainability targets in the areas of Environmental, Social and Governance. The amount of variable remuneration for the employees is therefore also linked to achieving these sustainability goals. Real I.S.'s remuneration policy accords with the corporate strategy, the objectives, the values and interests of Real I.S. and the assets under its management.

Employee remuneration consists of a fixed and a variable component as well as an employer-funded company pension plan. In special cases, employees are granted additional benefits. The following applies in particular to the individual remuneration components:

- The annual fixed salary is paid out in twelve equal monthly instalments. The amount of fixed remuneration is determined by the value of the position or the function carried out and reflects conditions in the market. The fixed remuneration component is calculated to ensure that employees are not "significantly dependent" on the variable component.
- The variable remuneration assessed for the year is determined depending on the company's development, the individual's performance and their specific objectives agreement, as well as on the respective function and position in the company. It is capped at 100 % of the fixed remuneration.

The payment of variable remuneration is determined based on the following: the degree to which individual targets have been achieved, the adoption of Real I.S.'s annual financial statements, and the Supervisory Board's approval for disbursement from the bonus fund available for this purpose. The distribution of the bonus fund is determined in the context of the annual budgeting round for the following financial year.

In special cases, employees may receive other benefits (e.g. if special goals are achieved); benefits of this kind and the preconditions are in any case subject to a special agreement whereby the employee is not entitled to such an agreement being concluded.

Real I.S. has established a Remuneration Committee. This committee consists of members of Real I.S.'s Supervisory Board, the Personnel manager and the Risk Management manager. The Remuneration Committee meets at least once a year and collaborates in determining the principles underlying the design and ongoing development of the remuneration systems in accordance with the business model and the regulatory requirements placed on Real I.S.