

Remuneration system for the members of the Supervisory Board of LEG Immobilien SE pursuant to Sections 113 para. 3 sentence 3, 87a para. 1 sentence 2 AktG

1. Remuneration components

The remuneration of the members of the Supervisory Board of LEG Immobilien SE is governed by the Articles of Association of LEG Immobilien SE.

The last resolution on the remuneration of the Supervisory Board members was passed at the Annual General Meeting on 27 May 2021. Here, the remuneration system of the Supervisory Board received an overwhelming approval of 99.32 % of the valid votes. Nevertheless, at the beginning of 2022, the Supervisory Board reviewed the Supervisory Board remuneration again and revised it based on the further development of market practice and investor feedback, in particular regarding the attendance fee. The Supervisory Board came to the decision to submit a revised remuneration system to the Annual General Meeting for a vote. The abolition of the attendance fee will be compensated by a transfer to the fixed basic remuneration and committee remuneration. The adjustment of the remuneration takes into account the responsibilities and tasks of the members of the Supervisory Board.

Accordingly, the members of the Supervisory Board receive a fixed remuneration, the amount of which is determined by their function on the Supervisory Board or its committees.

The members of the Supervisory Board receive an annual fixed basic remuneration of EUR 90,000.00. The Chairman of the Supervisory Board receives 2.5 times this amount, a Deputy Chairman receives 1.25 times this amount.

The members of a committee of the Supervisory Board receive an additional annual fixed remuneration of EUR 25,000.00; the chairman of the committee receives twice this amount. No remuneration is paid for membership and chairmanship of the Nomination Committee.

In addition, the members of the Supervisory Board shall be reimbursed for reasonable expenses incurred. Value added tax is reimbursed by the company insofar as the members of the Supervisory Board are entitled to invoice the company separately for value added tax and they exercise this right.

The Company has also taken out a directors and officers liability insurance policy (D&O insurance) with an appropriate sum insured for the members of the Supervisory Board as stipulated in the Articles of Association.

According to the Articles of Association, all remuneration for Supervisory Board activities is payable after the end of each financial year. Supervisory Board members who have been members of the Supervisory Board or a committee of the Supervisory Board for only part of the financial year shall receive a corresponding pro rata remuneration for that financial year.

No attendance fee shall be paid.

2. Contribution of the remuneration to the promotion of the business strategy and the long-term development of the company

The aim of the Supervisory Board's remuneration is to take appropriate account of the responsibility in the control function, the requirements of the Supervisory Board office as a whole and the time commitment involved. The structure and amount of Supervisory Board remuneration take into account the requirements of the office of a Supervisory Board member of LEG Immobilien SE, in particular the time and responsibility involved. The remuneration is in line with the market and its amount - also in comparison with the remuneration of Supervisory Board members of comparable listed companies in Germany and taking into account the small number of Supervisory Board members - is commensurate with the tasks of the Supervisory Board members and the situation of LEG Immobilien SE.

Due to the special nature of supervisory board remuneration, which is granted for an activity that is fundamentally different from the activity of the employees of the company and the group, a so-called vertical comparison with employee remuneration cannot be considered.

The remuneration makes it possible to recruit suitable and qualified candidates for the office of Supervisory Board member. In this way, the remuneration of the members of the Supervisory Board contributes to the Supervisory Board as a whole being able to perform its tasks of monitoring and advising the Management Board properly and competently. The restriction to fixed remuneration also takes these tasks of the Supervisory Board into account. The restriction creates an incentive for the supervisory board members to appropriately scrutinise the management of the Management Board in the performance of their supervisory and advisory duties, without being primarily oriented towards the development of operative key figures. Together with the Management Board, the Supervisory Board thus promotes the business strategy and long-term development of LEG Immobilien SE. In addition, the remuneration of the Supervisory Board members on the basis of a fixed remuneration is in line with national best practice as well as the suggestion provided for in G.18 sentence 1 of the German Corporate Governance Codex (GCGC). The abolition of the attendance fee is a reaction to investor criticism of this remuneration element.

A differentiation of the remuneration in accordance with recommendation G.17 GCGC is made on the basis of the respective function on the Supervisory Board: Supervisory Board Chair, Deputy Supervisory Board Chair and ordinary member as well as committee chair and memberships.

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

A resolution on the remuneration of the Supervisory Board must be adopted at the Annual General Meeting at least every four years and in the event of significant changes (Section 113 para. 3 sentences 1 and 2 AktG). The provisions of the AktG and the recommendations of the DCGK

form the regulatory framework for the structure of the remuneration system for the members of the Supervisory Board of LEG Immobilien SE.

The remuneration of Supervisory Board members is reviewed regularly. The review includes, among other things, a comparison with other listed companies that are comparable with LEG Immobilien SE in terms of relevant key figures. In this context, the Supervisory Board may seek advice from an external remuneration expert. If necessary, the Management Board and Supervisory Board propose an appropriate adjustment to the remuneration to the Annual General Meeting. The Presiding Committee prepares the deliberations and resolutions of the Supervisory Board on the remuneration of the members of the Supervisory Board, including the remuneration system.

The preparation and submission of proposed resolutions on the remuneration of Supervisory Board members is the responsibility of the Management Board and the Supervisory Board in accordance with the legal order of competences. This leads to mutual control between the two bodies. The general meeting sets the remuneration of the members of the Supervisory Board in the Articles of Association or by resolution and thus also determines the remuneration system on which the remuneration is based.