



Status: 19.02.2025 | First publication: 10.03.2021  
Munich

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

Real I.S. has established a remuneration system for all its employees in accordance with Section 37 KAGB and Annex II of Directive 2011/61/EU (AIFM Directive) that is compatible with and conducive to a sound and effective risk management system. The remuneration system also applies to the Management Board, employees whose activities have a material influence on the risk profile of Real I.S. or the investment assets under management (risk takers), employees with control functions and all employees who receive total remuneration that puts them in the same income bracket as managers and risk takers.

In addition to meeting regulatory requirements, the aim of Real I.S.'s remuneration policy is to promote sustainable and risk-conscious employee behaviour and to align it with the business model, sustainable success and risk structure of Real I.S. At the same time, performance should be rewarded and motivated employees should be retained by the company. However, Real I.S. expressly refrains from incentivising the taking of risks that are not compatible with the risk profile, the investment conditions or the articles of association of the investment assets it manages and that could prevent Real I.S. from acting dutifully in the best interests of the respective investment assets. Sustainability risks in the areas of environmental, social and corporate governance are considered in the remuneration policy. The remuneration policy stipulates that the amount of variable remuneration paid to employees is based on the corporate and individual targets defined in target agreements. In this respect, Real I.S. also takes into account the avoidance of sustainability risks and the achievement of certain sustainability targets in the environmental, social and corporate governance areas when agreeing these targets. This means that the amount of variable remuneration paid to employees is also linked to the achievement of these sustainability targets, among other things. Real I.S.'s remuneration policy is therefore in line with the business strategy, objectives, values and interests of Real I.S. and the investment funds it manages.

Employee remuneration consists of a fixed salary, a variable component and an employer-financed company pension scheme. In special individual cases, employees may receive additional fringe benefits (e.g. benefits). The following applies to the individual remuneration components:

- The annual fixed salary is paid in twelve equal monthly instalments. The amount of the fixed remuneration is determined by the value of the position or the function performed and in line with market conditions. The fixed component is calculated in such a way that employees are not "significantly dependent" on the variable remuneration.
- The variable remuneration, which is calculated on an annual basis, depends on the development of the company, personal performance and individual target agreements as well as the function and position held within the company. It may amount to a maximum of 100% of the fixed remuneration.

The variable remuneration is paid out after the individual target achievement level has been determined, the annual financial statements of Real I.S. have been approved and the bonus pot available for payment has been authorised by the Supervisory Board. The bonus pot available for distribution is determined as part of the annual budget planning for the following financial year.

- In special individual cases, employees may receive further fringe benefits (e.g. benefits) in addition to the variable remuneration (e.g. if special targets are achieved); such fringe benefits and their conditions are always subject to a separate agreement, which the employee is not entitled to conclude.

Real I.S. has established a Remuneration Committee. This consists of the members of the Supervisory Board of Real I.S., the head of the Human Resources department and the head of the Risk Management department. The Remuneration Committee meets at least once a year and is involved in determining the principles of the structure and further development of the remuneration systems in accordance with Real I.S.'s business model and regulatory requirements.