

Remuneration Policy for German High Street Properties A/S

INTRODUCTION

This remuneration policy describes the principles for remuneration regarding:

- Board of Directors and Management
- Other employees of the Company.

The remuneration policy is developed in accordance with the following:

- The Announcement of the Act on Companies (the Companies Act).

1. GENERAL

The purpose of the Company's remuneration policy and guidelines for incentive remuneration is to establish principles for remuneration that will promote realizing the Company's overall objectives. The remuneration policy also determines the Company's pension policy and guidelines for allocating severance pay. The Company's remuneration policy is based on the desire to be an attractive and competitive company that can attract and retain a competent board, management, and employees to ensure sound and effective risk management, promote the interests of shareholders and the Company, and ensure that decisions are made based on a long-term behavior in line with the Company's strategy. The remuneration policy should contribute to the following:

- Attract, motivate, and retain qualified members of the board, management, and employees
- Ensure alignment between management and shareholders' interests
- Promote value creation and growth for the company and implement short-term and long-term strategic goals
- Promote a remuneration policy and practice that is consistent with and promotes sound and effective risk management in the Company.

Remuneration must be proportionate to:

- The tasks to be performed
- The specific circumstances of the Company
- The responsibility associated with performing the tasks
- Effort

2. DISCLOSURE IN THE ANNUAL REPORT

The Company must disclose the total remuneration for each management member in its annual report. The Company's compliance function is responsible for ensuring that the rules of the Personal Data Act regarding disclosure of such remuneration information are observed when disclosed.

3. REMUNERATION COMMITTEE

Considering the Company's size, internal organization, and the nature, purpose, and complexity of its activities, a remuneration committee has not been deemed necessary.

4. REMUNERATION FOR THE BOARD OF DIRECTORS

The Board of Directors is remunerated with a fixed fee, approved annually at the ordinary general meeting. The Chairman of the Board receives a fee 3 times the basic fee for other board members, reflecting the increased workload in this position. The Board receives no variable remuneration or participates in share-based incentive programs. The Company may reimburse reasonable expenses incurred by board members in connection with attending board meetings based on actual expenses, including travel expenses. To the extent that a board member is assigned special ad hoc tasks outside the usual duties, the member may receive a separate fee approved by the Board for such tasks. The Board is elected annually; board members have no special retention and severance arrangements. The remuneration structure aims to attract and retain board members with the desired skills. When determining the board remuneration level, considerations include remuneration in comparable companies. The Board's remuneration for the most recently completed fiscal year is approved at the ordinary general meeting in connection with the annual report, as well as the size of the basic fee and any additional fee for the current fiscal year, which is submitted for approval at the ordinary general meeting.

1. REMUNERATION FOR THE MANAGEMENT

The Board of Directors determines the management's remuneration. The management is remunerated with:

- A fixed salary
- A bonus that the Board can pay to the management after a specific assessment of both financial and non-financial criteria. No bonus schemes are currently agreed upon. The fixed base salary, pension contributions, and other benefits aim to provide the management with remuneration that ensures the Company can attract and retain a management team with the necessary skills. Fixed base salary: The management's base salary is determined annually based on negotiation. In the event of the Board's termination of management, standard remuneration is paid during the notice period in accordance with labor laws. The total remuneration for the management is specified in the annual report.

2. SPECIAL ARRANGEMENTS FOR EMPLOYEES WITH SIGNIFICANT INFLUENCE ON THE COMPANY'S RISK PROFILE AND VALUATION

The Board is responsible for identifying the Company's significant risk-takers and continuously assessing the employees' influence on the Company's risk profile. The remuneration of employees with significant influence on the Company's risk profile is determined by the Chairman of the Board and management in consultation. The employee is remunerated with a fixed fee. Generally, leading employees working in risk management and compliance do not receive variable components of pay that are dependent on the Company's results. This aims to promote a remuneration policy and practice that is consistent with and promotes sound and effective risk management in the Company.

3. REMUNERATION FOR OTHER EMPLOYEES

Management determines employee remuneration. Employees are paid a fixed salary. Management can pay bonuses to employees after a specific assessment of both financial and non-financial criteria, provided that the specified limitations for granting variable pay components in the applicable legislation are observed. The allocated bonus is paid in cash in accordance with the rules of the applicable legislation, and there are no other forms of incentive schemes. The purpose of the remuneration structure is to attract and retain employees with the desired skills.

4. ANNUAL REVIEW AND CONTROL

The Board reviews the remuneration policy annually to adjust it to the Company's development. The Board conducts at least one annual review to ensure that the remuneration policy is complied with and followed in practice. The Board sets guidelines for the control procedure. The Board continuously monitors the remuneration of the management of the Company's risk analysis and control department, internal risk management and control, and the compliance function. The Chairman of the Board shall present a report on the remuneration of the Company's management in the Company's ordinary general meeting concerning the remuneration in the financial year and the expected remuneration in the coming financial year.

5. DISCLOSURE OF REMUNERATION POLICY IN ACCORDANCE WITH THE COMPANIES ACT

This remuneration policy has been prepared in accordance with sections 139 and 139a of the Companies Act and can be found at www.germanhighstreet.com (remuneration policy) as long as the remuneration policy is valid.

Approved at the ordinary general meeting on April 30, 2025.