

## **Proposed resolution of the supervisory board**

for the Extraordinary General Meeting of  
CA Immobilien Anlagen Aktiengesellschaft  
in Strauchgasse 4, 1010 Vienna (Palais Ferstel)  
10 November 2023, 10:00am (Vienna time)



## **PROPOSAL FOR RESOLUTIONS OF THE SUPERVISORY BOARD ON AGENDA ITEM 2 PURSUANT TO SECTION 108 OF THE STOCK CORPORATION ACT (AKTG)**

### **Regarding agenda item 2: Resolution on the change of the remuneration policy covering the principles of remuneration for the Management Board and the Supervisory Board**

The Supervisory Board proposes to the General Meeting to adopt the following

#### **Resolution:**

*The remuneration policy covering the principles for the remuneration for the members of the Management Board and the Supervisory Board of the Company shall be amended to match the version published on the Company's website ([www.caimmo.com](http://www.caimmo.com)).*

#### **Justification:**

With effect from July 1, 2023, the Supervisory Board has resolved to amend the remuneration policy, which is submitted to the General Meeting for resolution in accordance with § 78b AktG. The new version of the remuneration policy increases the flexibility for setting variable, performance-related compensation and is intended to further deepen the focus on shareholder interests. It also enables the for Company to provide for performance-related variable compensation for other key employees outside the Management Board.

#### **Note:**

In accordance with § 78b (1) AktG, the vote is only of a recommendatory nature. The resolution of the Annual General Meeting cannot be challenged.

Vienna, October 2023

#### **Disclaimer**

This is a working translation from the German language version and for convenience purposes only. In the event of conflict with the German language version, the German language version shall prevail.