

Paris, 16<sup>th</sup> April 2026

## Information on the compensation of corporate officers

(pursuant to articles L. 22-10-8, L. 22-10-9, R. 22-10-14 and R. 22-10-15 of the French Commercial Code)

The Combined Ordinary and Extraordinary Shareholders' Meeting of Covivio held on Thursday 16 April 2026 at 10:00 a.m., at its general management headquarters, 10 rue de Madrid, Paris (75008), adopted all the resolutions submitted to the vote by the Board of Directors and in particular those relating to the compensation policy for corporate officers (Say on Pay ex-ante), and to information provided by article L. 22-10-9, I. of the French Commercial Code related to compensation of all corporate officers paid during the fiscal year ended 31 December 2025 ("Global" ex-post Say on Pay).

According to the provisions of articles L. 22-10-8, L. 22-10-9, R. 22-10-14 and R. 22-10-15 of the French Commercial Code, this information is presented below, as well as, for information purpose, the voting results of resolutions relating to the individual compensation paid during the fiscal year ended 31 December 2025 or allocated in respect of the said fiscal year to Covivio's corporate officers ("Individual" Say on Pay ex-post) :

RESOLUTION	DESCRIPTION	RESULT OF THE VOTE	LINK TO THE UNIVERSAL REGISTRATION DOCUMENT
FIFTH RESOLUTION	Approval of the information mentioned in Article L. 22-10-9 I. of the French Commercial Code related to compensation of all corporate officers paid during the fiscal year ended 31 December 2025	97.73%	<a href="#">section 5.3.4.2</a>
SIXTH RESOLUTION	Approval of the fixed, variable and exceptional components of the total compensation and all benefits in kind paid during the fiscal year ended 31 December 2025 or allocated in respect of the said fiscal year to Jean-Luc Biamonti in his capacity as Chairman of the Board of Directors	99.96%	<a href="#">section 5.3.4.3.1</a>
SEVENTH RESOLUTION	Approval of the fixed, variable and exceptional components of the total compensation and all benefits in kind paid during the fiscal year ended 31 December 2025 or allocated in respect of the said fiscal year to Christophe Kullmann in his capacity as Chief Executive Officer	96.21%	<a href="#">section 5.3.4.3.2</a>
EIGHTH RESOLUTION	Approval of the fixed, variable and exceptional components of the total compensation and all benefits in kind paid during the fiscal year ended 31 December 2025 or allocated in respect of the said fiscal year to Olivier Estève in his capacity as Deputy Executive Officer	96.21%	<a href="#">section 5.3.4.3.3</a>
NINTH RESOLUTION	Approval of the compensation policy applicable to the Chairman of the Board of Directors	99.96%	<a href="#">section 5.3.4.1.1</a>
TENTH RESOLUTION	Approval of the compensation policy applicable to the Chief Executive Officer	95.06%	<a href="#">section 5.3.4.1.2</a>
ÉLEVENTH RESOLUTION	Approval of the compensation policy applicable to any Deputy Executive Officer	95.20%	<a href="#">section 5.3.4.1.2</a>
TWELFTH RESOLUTION	Approval of the compensation policy applicable to the Directors	99.95%	<a href="#">section 5.3.4.1.3</a>