



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 Ordinary and Extraordinary Shareholders' Meeting of Covivio was held on Tuesday April 20, 2021 at 10:30 am through a closed session, without its shareholders and all other persons being entitled to attend it being physically present or by telephone or audiovisual conference, at Covivio's administrative offices located 30 avenue Kléber in Paris (75116). All the resolutions submitted to the vote by the Board of Directors were adopted 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 regarding the compensation paid and/or allocated to Covivio's corporate officers for financial year ending on December 31, 2020 ("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 and/or allocated to Covivio's corporate officers for the financial year ending on December 31, 2020 ("Individual" Say on Pay ex-post) :

RESOLUTIONS	DESCRIPTION	RESULT OF THE VOTE	LINK TO THE UNIVERSAL REGISTRATION DOCUMENT
FIFTH RESOLUTION	Approval of the compensation policy applicable to the Chairman of the Board of Directors	99,92%	section 4.3.4.1.1.
SIXTH RESOLUTION	Approval of the compensation policy applicable to the Chief Executive Officer	96,41%	section 4.3.4.1.2.
SEVENTH RESOLUTION	Approval of the compensation policy applicable to the Deputy Executive Officers	96,41%	section 4.3.4.1.2.
EIGHTH RESOLUTION	Approval of the compensation policy applicable to the Directors	99,95%	section 4.3.4.1.3.
NINTH RESOLUTION	Approval of the information referred to in Article L. 22-10-9 I. of the French Commercial Code related to compensation of all legal representatives	99,44%	section 4.3.4.2.
TENTH 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 2020 or allocated in respect of the said fiscal year to Jean Laurent in his capacity as Chairman of the Board of Directors	99,98%	section 4.3.4.3.1.
ELEVENTH 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 2020 or allocated in respect of the said fiscal year to Christophe	96,39%	section 4.3.4.3.2.

	Kullmann in his capacity as Chief Executive Officer		
TWELFTH 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 2020 or allocated in respect of the said fiscal year to Olivier Estève in his capacity as Deputy Executive Officer	96,61%	section 4.3.4.3.3.
THIRTEENTH 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 2020 or allocated in respect of the said fiscal year to Dominique Ozanne in his capacity as Deputy Executive Officer	96,61%	section 4.3.4.3.4.