



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 held on Thursday April 20, 2023 at 10:00 a.m., at Pavillon Gabriel located 5 avenue Gabriel in 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 regarding the compensation paid and/or allocated to Covivio's corporate officers for financial year ending on December 31, 2022 ("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, 2022 ("Individual" Say on Pay ex-post) :

RESOLUTION	DESCRIPTION	RESULT OF THE VOTE	LINK TO THE UNIVERSAL REGISTRATION DOCUMENT
SIXTH 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	99.08%	paragraphe 5.3.4.2
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 2022 or allocated in respect of the said fiscal year to Jean Laurent in his capacity as Chairman of the Board of Directors until 21 July 2022	99.89%	paragraphe 5.3.4.3.1
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 2022 or allocated in respect of the said fiscal year to Jean-Luc Biamonti in his capacity as Chairman of the Board of Directors from 21 July 2022	99.84%	paragraphe 5.3.4.3.2
NINTH 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 2022 or allocated in respect of the said fiscal year to Christophe Kullmann in his capacity as Chief Executive Officer	92.98%	paragraphe 5.3.4.3.3
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 2022 or allocated in respect	94.68%	paragraphe 5.3.4.3.4

	of the said fiscal year to Olivier Estève in his capacity as Deputy Executive Officer		
ELEVENTH RESOLUTION	Approval of the compensation policy applicable to the Chairman of the Board of Directors	99.85%	paragraphe 5.3.4.1.1
TWELFTH RESOLUTION	Approval of the compensation policy applicable to the Chief Executive Officer	94.40%	paragraphe 5.3.4.1.2
THIRTEENTH RESOLUTION	Approval of the compensation policy applicable to the Deputy Executive Officer	96.10%	paragraphe 5.3.4.1.2
FOURTEENTH RESOLUTION	Approval of the compensation policy applicable to the Directors	99.93%	paragraphe 5.3.4.1.3