
ISSUER'S IDENTIFICATION DATA

Financial year closing date:

[31/12/2022]

Company Tax ID No. (CIF):

[A88130471]

Company name:

[**ARIMA REAL ESTATE SOCIMI, S.A.**]

Registered office:

[SERRANO, 47 - 4ª PLANTA, 28001 MADRID]

A. COMPANY REMUNERATION POLICY FOR THE CURRENT YEAR

A.1.1 Explain the director remuneration policy currently applicable to the year in course. To the extent that it is relevant, certain information may be included in relation to the remuneration policy approved by the General Shareholders' Meeting, provided that the information is clear, specific and concrete.

The specific conditions for the year in course should be described, both as regards the directors' remuneration in their capacity as such and as a result of the executive duties they have performed for the board, pursuant to the contracts signed with executive directors and the remuneration policy approved by the General Shareholders' Meeting.

In any case, the following aspects should be reported:

- a) Description of the procedures and company bodies involved in determining and approving remuneration policy and its terms and conditions.
- b) Indicate and, where applicable, explain whether comparable companies have been taken into account in order to establish the company's remuneration policy.
- c) Information on whether any external advisors took part in this process and, if so, their identity.
- d) Procedures contemplated in the current directors' remuneration policy for applying temporary exceptions to the policy, conditions under which such exceptions may be used, and components that may be subject to exception under the policy.

The Company's remunerations policy is regulated under Article 37 of the Articles of Association, to which we refer here and which is published on the Company website (www.arimainmo.com), and has been amended for fiscal years 2021, 2022 and 2023 at the General Shareholders' Meeting held on June 28, 2022.

At the General Shareholders' Meeting held on 18 October 2018, it was agreed that independent directors would be paid fees for attending meetings of the Board of Directors and the board committees on which they sit from time to time. The said fees consist of a fixed annual sum set at the General Shareholders' Meeting.

In addition, it was agreed that the executive directors (there is only one in this case, the Managing Director) would be paid in accordance with the terms of their contract with the Company. All of the information related to this point is duly indicated in Article 25 of the board of directors' regulations, which are duly published on the Company's website (www.arimainmo.com).

The remuneration of the Company's executive directors consists of a fixed part, a variable part or "bonus" and their participation in the Share Incentive Scheme. Executive directors may be entitled to receive an annual bonus amount corresponding to a percentage of their fixed remuneration, provided that the targets set annually and approved by the Board of Directors are achieved and that the payment of this bonus is also approved by the Board of Directors. They shall also receive remuneration in kind, such as the use of company vehicles and medical and life insurance, all under the terms and conditions established in the contracts entered into by such directors with the company and approved by the General Shareholders' Meeting, pursuant to the requirements of the Spanish Capital Companies Act (LSC).

The Employee Incentive Plan consists of the delivery of shares or cash, at the Company's discretion, and can be found in the Remuneration Policy published on the Company's website (www.arimainmo.com). This Incentive Plan runs until 30 June 2024 and vests on an annual basis, although payment is deferred for up to 24 months and only occurs if the beneficiary remains an employee of the Company (or provides services under a service contract, as applicable) after the end of the deferral period. Such a plan will vest when, for a given calculation period, the conditions set out in the plan are met. These conditions refer to the shareholder's return being above a certain percentage, measured primarily through the generation of value in the assets acquired. Entitlement to the incentive is accrued and calculated annually, the calculation period being between 1 July and 30 June of the following year, and is settled by the delivery of shares after the deferral period has elapsed and it is verified that, at the end of this period, the beneficiary is still an employee of the company or maintains a service contract (as applicable).

Furthermore, by virtue of the service contract entered into with the Company, in the event of termination of such contract without just cause, the executive directors shall be entitled to receive a cash compensation equivalent to twice the last total annual remuneration received. In addition, it is noted that the contracts entered into between the company and the executive directors do not establish any post-contractual non-competition clause and therefore no compensation is provided for in this respect.

The general principles and foundations of the policy are summarised for information purposes in the prospectus for admission of capital registered by the Company and approved by the CNMV in 2018, which sets out the guiding criteria regulated in article 25 of the Regulations of the Board of Directors, as well as in article 36, which discusses the main aspects and functions of the Appointments and Remuneration Committee. The Appointments and Remuneration Committee is responsible for preparing, proposing and monitoring the application of the remuneration policy and, therefore, for establishing the main aspects to be included in the policy. The remuneration policy, since its approval, whose guiding principle consists of a combination of fixed remuneration and variable remuneration or incentive that aligns the primary interest of the shareholders with the maximum performance and professionalism of the executive director.

There are no senior management personnel. Key planning, management and control decisions of the Company, as well as decisions affecting economic and strategic policies, are taken by the Chief Executive Officer and the Board of Directors.

A.1.2 Relative importance of variable payment items *vis-à-vis* fixed salary (remuneration mix) and the criteria and objectives taken into consideration in their calculation in order to guarantee a suitable balance between the fixed and variable components of the remuneration offered. In particular, describe the actions adopted by the company in relation to its remuneration system in order to reduce exposure to excessive risks and adapt it to the company's long-term objectives, values and interests. Include, where applicable, mention of the measures taken to guarantee that the company's long-term results are taken into account in its remuneration policy, the measures taken in relation to those categories of staff whose professional activities have a material impact on the risk profile of the company, and the measures intended to avoid conflicts of interest, as applicable.

In addition, state whether the company has established any period for the accrual or consolidation of certain variable payment items, in cash, shares or other financial instruments, or any period for the deferral of the payment of amounts or the handover of accrued and consolidated financial instruments, or whether there is any clause that provides for the reduction of this deferred payment or that obliges the director to return the payments received when such payments have been based on certain figures that have clearly been shown to be inaccurate.

The Remuneration Policy has been prepared taking into account the relevance of the Company, its economic situation, market standards for comparable companies and the dedication of the directors to the Company. The remuneration set out below maintains an appropriate proportion and promotes the long-term profitability and sustainability of the Company, incorporating the necessary precautions to avoid excessive risk-taking or rewarding unfavourable results and ensuring the alignment of the interests of the directors with those of the Company and its shareholders, without compromising the independence of the directors themselves.

As regards long-term variable remuneration consisting of the delivery of shares to executive directors within the framework of the Company's Incentive Plan, the delivery of the shares is split and deferred so that, once the variable remuneration has been accrued, it will be delivered in one third after 12 months, another third after 18 months and finally after 24 months the remaining third will be delivered.

A.1.3 Amount and nature of fixed payment items that are due to be accrued during the year by directors in their capacity as such.

During the 2023 fiscal year, non-executive directors are expected to accrue 425 thousand euros in attendance fees for attending the Board of Directors and the Committees in which they participate.

A.1.4 Amount and nature of fixed payment items that are due to be accrued during the year for the performance by executive directors of senior management duties.

During the financial year 2023, it is expected that the executive directors will accrue fixed remuneration of 925 thousand euros.

A.1.5 Amount and nature of any payment in kind that will accrue during the year, including, but not limited to, insurance premiums paid in favour of the director.

During the financial year 2023, it is expected that the executive directors will accrue an amount of 44 thousand euros as remuneration in kind.

A.1.6 Amount and nature of variable payment items, differentiating between those established in the short and long term. The financial and non-financial parameters, including social, environmental and climate change parameters, selected to determine variable remuneration during the year in course, with an explanation of the extent to which these parameters are related to both the director's and the company's performance, together with the associated risk profile and the methodology, required deadlines and techniques established to determine the degree of compliance with the parameters used in the design of variable remuneration at the end of the year.

State the range, in monetary terms, of the different variable payment items on the basis of the degree of compliance with the objectives and parameters established, and whether any maximum monetary amounts apply in absolute terms.

The executive directors have contractually stipulated as short-term variable remuneration a bonus of up to 150% of gross annual salary. In order to determine such variable remuneration, the criteria, parameters and weightings established in the current Remuneration Policy, approved at the 2022 General Shareholders' Meeting, are taken into account. The evaluation system for such variable remuneration is linked to predetermined and measurable performance criteria linked to the achievement of a result that promotes the sustainability of the Company, including, in turn, non-financial criteria that are appropriate to the creation of value, compliance with the internal rules and procedures of the company and its policies for the control and management of risks, specifically based on four pillars, each of equal relevance, which encompass the performance of the Company from different approaches, but in a comprehensive and complete manner:

- The first pillar focuses on SHAREHOLDER RETURN, understood as the growth in the share price, including any economic return distributed in application of the economic rights of the shares during the year, with the aim of making the shareholders' investment in the company profitable. This pillar has a weighting of 25%.

- Secondly, the Company's FINANCIAL PERFORMANCE vis-à-vis its competitors is included, assessing the relative discount between the share price and its Net Asset Value (NAV) in a measurable way. This pillar has a weighting of 25%.
- Thirdly, the COMPANY PORTFOLIO is taken into account, where excellence in the performance of the Company's asset portfolio is valued and linked to measures that encompass the management of the stabilised portfolio and the portfolio undergoing refurbishment works. This pillar has a weighting of 25% and is linked to two objective and measurable metrics:
 - 1) Growth in the value of the overall portfolio on a comparable basis - in Like-for-Like terms - based on valuations performed by an external accredited valuator in accordance with the internationally recognised RICS methodology. This parameter has a 50% weighting within the Portfolio criterion.
 - 2) Degree of asset quality, measurable through a set of certifications issued by external bodies and using national and international methodology. These certifications include, among others, LEED, BREEAM, Well and Well Health & Safety certifications. This parameter has a 50% weighting within the Portfolio criterion.
- Finally, it establishes as fundamental the ENVIROMENTAL, SOCIAL AND GOVERNANCE (ESG) criterion to reflect, in a measurable and objective way, Árima's behaviour in its desire to be a Company that promotes sustainability in its actions at all levels. This pillar has a weighting of 25% and is linked to two objective and measurable metrics:
 - 1) GRESB: benchmark assessment in the sector and of great international prestige, which validates verifiable and measurable data relating to CSR aspects on the performance of the Company and its portfolio of assets, providing a benchmark ranking that positions each company in the market and against its competitors. It is therefore a relative metric. This parameter has a 50% weighting within the ESG criterion.
 - 2) EPRA sBPR: European standard that precisely defines the key metrics in the sector, in the financial and sustainability fields, in order to promote transparency and facilitate comparison between European real estate companies. This parameter has a 50% weighting within the ESG criterion.

With these criteria, the Appointments and Remuneration Committee considers that it can assess the Company's performance in its complexity and as a whole in a reasonable and objective manner, establishing the compliance levels for assessing the performance of the executive directors defined in the Remuneration Policy.

In addition to the short-term variable remuneration, the vesting and payment of which is decided by the Board of Directors, the only long-term variable remuneration plan is the Incentive Plan, which, following the amendment of the Remuneration Policy, is designed for the period from 1 July 2020 to 30 June 2024 and is fully aligned with the interests of the shareholders, such that vesting only occurs if cumulative value is created for them.

The delivery of Incentive Shares may not exceed in aggregate, in any year, nor in aggregate during the term of the Incentive Shares, a maximum of 10% of the total number of Ordinary Shares of the Company issued and outstanding from time to time. As a consequence of the foregoing, taking into account the outstanding share capital of the Company, in no event, so long as it remains unchanged, and provided that the shares already vested are delivered to their beneficiaries, may the percentage of Incentive Shares in any year, or in aggregate, exceed 7.0% of the Ordinary Shares of the Company as at the date of preparation of the financial statements for the year ended 31 December 2022.

The main shareholder value is the revaluation of the Company's assets in accordance with the Net Tangible Asset Value according to EPRA. Based on the active management of the assets, through their repositioning and leasing in the market, an intrinsic value is obtained which translates into a higher value of the underlying of the Company, which should be reflected over time in a higher stock market value of the share although the company cannot guarantee the development and performance of the share price. The long-term commitment is determined by the fact that the variable remuneration plan consists of the delivery of shares which are subject to (i) a deferral period of payment by thirds over 12, 18 and 24 months and (ii) that the beneficiary maintains his status as an employee (or director of the Company, in the case of executive directors) at the end of each deferral period. In the event that the Net Book Value of the assets were to fall in successive years for reasons beyond management's control, incentives would not accrue again, but only as soon as this value recovers above the last maximum obtained. In other words, the rebound effect that might exist could in no case benefit the beneficiaries of the Plan.

The Incentive Plan itself provides for measures in the event that the figures used to determine its application may have been obtained fraudulently. Thus, if it is proven that false data have been used to calculate the Incentive Plan because they have been fraudulently manipulated, so that if the real values had been taken, the number of Incentive Shares that would have corresponded would have been lower, without prejudice to any other liabilities that may be established, the executive directors shall be obliged to reimburse the Company the percentage fraudulently accrued as soon as possible.

However, for greater guarantee of the processes, the calculation of the value of the properties is carried out by companies of recognised prestige in the sector and PriceWaterhouseCoopers is in charge of preparing a report on the agreed procedures for the correct determination of the amount accrued each year of the Incentive Plan.

A.1.7 Main characteristics of long-term savings systems. Among other information, state the contingencies covered by the system, whether it is a defined contributions or benefits system, the annual contribution that needs to be made under the defined contribution system, the benefits to which directors are entitled in the case of defined benefit systems, the conditions under which economic rights are consolidated for directors and their compatibility with any other type of payment or compensation for the early termination of their contractual relationship, or payments arising from termination of the contractual relationship in the terms agreed between the company and the director.

State whether the accrual or consolidation of any of the long-term savings plans is linked to the achievement of certain objectives or parameters relating to the director's short- or long-term performance.

At the date of issue of the Report, no long-term savings scheme has been approved, but its future implementation is under consideration by the Board of Directors.

A.1.8 Any type of payment or compensation for the director's early termination or dismissal, or payments arising from termination of the contractual relationship in the terms agreed between the company and the director, whether this entails the director's voluntary resignation or the director's dismissal by the company, as well as any type of agreement reached, such as exclusivity, post-contractual no-compete clauses, permanence or loyalty, which entitle the director to any type of remuneration.

There is compensation in the event of termination of executive directors' contracts as provided in section A.1.9.

A.1.9 Detail the conditions that must be respected in the contracts of people performing senior management duties as executive directors. Include information regarding, *inter alia*, the contract's term, limits on compensation amounts, permanence clauses, prior notice periods and payment in lieu of the said prior notice periods, and any other clauses relating to hiring bonuses and compensation or golden parachutes due to early termination of the contractual relationship between the company and the executive director. Include, *inter alia*, any clauses or agreements on not competing, exclusivity, permanence and loyalty, and post-contractual no-compete clauses, unless these have been explained in the previous section.

Duration: The service contracts entered into between the company and the executive directors were concluded for an indefinite period.

Permanence undertaking: The Managing Director has undertaken not to terminate his contract for a period of five years from its entry into force (the Minimum Permanence Term). In the event that Mr. Luis Alfonso López de Herrera-Oria terminates his contract with the Company without just cause prior to the end of the Minimum Permanence Term, the Company will have the right to claim compensation in an amount equivalent to the fixed remuneration that the Managing Director would have been entitled to receive during the rest of the Minimum Permanence Term. In the event that Luis Alfonso López de Herrera-Oria is dismissed as the Company's Managing Director before the end of the Minimum Permanence Term, or his appointment as Managing Director is not renewed, or his Contract is terminated by the company, Luis Alfonso López de Herrera-Oria will have the right to receive compensation equal to the fixed salary to which he would have been entitled during the remainder of the Minimum Permanence Term, with a minimum of twice the last total annual remuneration received, an amount that will be subject to the applicable tax withholdings. This amount will reduce any compensation for termination on a euro for euro basis. In the case of Ms. Chony Martín Vicente-Mazariegos does not have a commitment of permanence.

Termination: Either of the parties may terminate this Contract by sending written notification to the other party at least 3 months in advance. If the company terminates the contract without just cause (i.e. unfair dismissal as this term is defined in the Spanish Workers' Statute), the Managing Director shall have the right to receive a cash compensation payment equal to twice the last total annual remuneration received, or the compensation amount payable in the event of unfair dismissal under the Spanish Workers' Statute in force from time to time, if the latter amount is greater. Such compensation payments will be subject to the applicable tax withholdings. If the Contract is terminated by the company with just cause, the Managing Director shall not have the right to any compensation. For the purposes of severance payments, Luis Alfonso López de Herrera-Oria is deemed to have four years' seniority. Furthermore, if the

Company decides to terminate this Contract and Luis Alfonso López de Herrera-Oria is denied unemployment benefits by the competent public authorities, the company shall compensate the Managing Director in an amount equivalent to the unemployment benefits to which he would have been entitled if he had been legally classified as unemployed on the date on which his commercial relationship with the company ended, for a maximum period of two years. This amount shall be paid to Luis Alfonso López de Herrera-Oria as a lump sum upon termination of his Contract and shall be subject to the applicable tax withholdings.

Exclusivity: During the term of the contract, the executive directors shall work exclusively for the company and shall not render services to any parties other than the company unless the company gives its express consent.

No competition: During the term of the contract, the executive directors may not directly or indirectly compete (including, without limitation, as shareholder, controlling person, employee, agent, consultant, officer, partner or director of any company) with the business and activities engaged in now or in the future by the Company, with the sole exception of the existing delegated execution and marketing agreements that have already been signed with certain companies and have been declared to the company, provided that these do not interfere with Luis Alfonso López de Herrera-Oria's obligations as Managing Director.

No recruitment of employees: During the term of the contract and for a period of two years after its termination, the executive directors shall not, without obtaining the prior written consent of the company, directly or indirectly (through any person, firm, partnership or any business of any other nature) (i) solicit, induce or otherwise attempt to persuade any client or potential client of the Company to terminate their relationship or potential relationship with the Company or (ii) engage or solicit, recruit, induce, persuade, influence or encourage any employee of the Company to leave the Company.

A.1.10 The nature and estimated amount of any other additional payments accrued by directors in return for services rendered during the year in course, other than those inherent in their position.

Not applicable.

A.1.11 Other payment items, such as (where applicable) the grant to the director by the company of advance payments, loans, guarantees or any other remuneration.

Not applicable.

A.1.12 The nature and estimated amount of any other planned additional payments that will be accrued by directors during the year in course and that are not included in the previous sections, whether payment is made by the company or another group company

Not applicable.

A.2. Explain any significant change in the remuneration policy applicable in the current year resulting from:

- a) A new policy or a modification to the policy already approved by the General Shareholders' Meeting.
- b) Significant changes to the specific conditions established by the board in respect of remuneration policy in force for the current year, as compared with those applied in the previous year.
- c) Proposals that the board of directors has agreed to submit to the General Shareholders' Meeting to which this annual report

will be submitted and which are proposed for application to the current year.

The modification of the remuneration policy approved by the Board on 28 June 2022 is based on the following reasons:

- (a) Updating of the procedure for approval of the Policy in accordance with the new regulatory framework following the amendment of the Capital Companies Act arising from the entry into force of Act 5/2021 of 12 April, amending the revised text of the Capital Companies Act, approved by Royal Legislative Decree 1/2010 of 2 July, and other financial regulations, with regard to the promotion of long-term shareholder involvement in listed companies.
- b) Modification of certain guiding principles and criteria of the Remuneration Policy.
- c) Incorporation of a greater degree of detail in relation to the variable remuneration system for executive directors.
- d) Incorporation of the possibility of implementing a Savings Plan for executive directors.
- e) Definition of the specific amounts to be received by executive directors for the financial year 2022 and subsequent years.
- f) Greater regulation of the remuneration conditions applicable to possible new directors.
- g) Inclusion of a section on governance, which regulates the process of review and approval of the Policy, its supervision and application, and the possibility of applying exceptionalities in accordance with the new LSC.

A.3. Give details of the direct link to the document where the company's current remuneration policy is posted, which must be available on the company's website.

https://arimainmo.com/wp-content/uploads/2019/11/190926-Política-de-remuneraciones-CA_EN.pdf

A.4. Explain, bearing in mind the data provided in Section B.4, how the company has taken account of the way that shareholders voted on the annual report on remuneration for the previous year, when this was submitted to a consultative vote at the General Shareholders' Meeting.

The shareholders' vote on the 2021 Directors' Remuneration Report has been taken into account and has resulted in the establishment of different targets for obtaining short-term variable remuneration as detailed in section A.1.6. of this report.

B. OVERALL SUMMARY OF HOW THE REMUNERATION POLICY WAS APPLIED DURING THE LAST FINANCIAL YEAR

B.1.1 Explain the process followed to apply the remuneration policy and give details of the individual payments mentioned in Section C of this report. This information will include the role played by the remuneration committee, the decisions taken by the board of directors and, where applicable, the identity and the role of the external advisors whose services were used in the process to apply remuneration policy in the year ended.

The preparatory work and the decision-making process for determining the remuneration policy can be summarized as follows: the drafting of the remuneration policy by the Appointments and Remuneration Committee, its approval by the Board of Directors and its submission to the General Shareholders' Meeting.

The Appointments and Remuneration Committee is composed of three independent directors: Mr. David Jiménez-Blanco Carrillo de Albornoz, who chairs it, Mr. Cato Henning Stonex and Mr. Stanislas Marie Luc Henry. Their term of office may not exceed their term of office as directors, which is three years. The Secretary of the Board of Directors, Mr. Iván Azinovic Gamo, acts as Secretary of the Appointments and Compensation Committee, assisting the Chairman and reflecting in the minutes the development of the meetings, the content of the deliberations and the resolutions adopted.

The directors who are members of the Nomination and Compensation Committee and who have participated in the definition of the compensation policy are independent directors, with the exception of Mr. Stanislas Marie Luc Henry, who is a proprietary director.

B.1.2 Explain any deviations from the procedure established for the application of the remuneration policy that have occurred during the year. policy that has occurred during the fiscal year.

No deviations have occurred.

B.1.3 Indicate whether any temporary exceptions to the remuneration policy have been applied and, if so, explain the exceptional circumstances that have led to the application of these exceptions, the specific components of the remuneration policy affected and the reasons why the company considers that these exceptions have been necessary to serve the long-term interests and sustainability of the company as a whole or to ensure its viability. Also quantify the impact that the application of these exceptions has had on the remuneration of each director during the year.

Not applicable.

- B.2.** Explain the different actions taken by the company in relation to the remuneration system and how they have contributed to reducing exposure to excessive risks and adapting the system to the company's long-term objectives, values and interests. Include a reference to the measures that have been adopted to guarantee that the company's long-term results have been taken into consideration in the remuneration accrued and that a suitable balance has been achieved between the fixed and variable components of the payments made, the measures adopted in relation to those categories of staff whose professional activities have a material repercussion on the company's risk profile, and the measures adopted to avoid conflicts of interest, where appropriate.

In addition to the variable remuneration, detailed in section A.1.6, the accrual and payment of which is decided by the Board of Directors, the only long-term variable remuneration plan is the Incentive Plan, which, following the amendment of the remuneration policy, is designed for the period from 1 July 2020 to 30 June 2024 and is fully aligned with the interests of the shareholders, such that vesting only occurs if cumulative value is created for them.

The main shareholder value is the revaluation of the company's assets in accordance with the Net Tangible Asset Value according to EPRA. Based on the active management of the assets, through their repositioning and leasing in the market, an intrinsic value is obtained which translates into a higher value of the underlying of the Company, which should be reflected over time in a higher stock market value of the share although the company cannot guarantee the development and performance of the share price.

The long-term commitment is determined by the fact that the variable remuneration plan consists of the delivery of shares which are subject to a deferral period, committing and aligning the beneficiaries of the Plan to the future of the Company.

In the event that the Net Book Value of the assets should fall in successive years for reasons beyond management's control, no new incentive would accrue, but only when this value recovers above the last maximum obtained. In other words, the rebound effect that might exist could in no case benefit the beneficiaries of the Plan.

The Incentive Plan provides for measures in the event that the figures used to determine its application may have been obtained fraudulently. Thus, if it is proven that false data have been used to calculate the Incentive Plan because they have been fraudulently manipulated, so that if the real values had been taken, the number of Incentive Shares that would have corresponded would have been lower, without prejudice to any other liabilities that may arise, the executive directors shall be obliged to reimburse the Company the percentage fraudulently accrued as soon as possible.

However, for greater guarantee of the processes, the calculation of the value of the properties is carried out by companies of recognised prestige in the sector and PriceWaterhouseCoopers is in charge of preparing a report on the agreed procedures for the correct determination of the amount accrued each year of the Incentive Plan.

- B.3.** Explain how the remuneration accrued and consolidated over the year meets the provisions in the current remuneration policy and, in particular, how it contributes to the sustainable and long-term performance of the company.

Furthermore, report on the relationship between the payments received by directors and the company's results or other performance indicators in the short and long term, explaining, where applicable, how any variations in the company's performance may have influenced changes in the payments made to directors, including amounts that have accrued and have been deferred, and how these contribute to the company's short- and long-term results.

The remuneration accrued in financial year 2022 corresponds to the current remuneration policy approved at the General Shareholders' Meeting of 28 June 2022 and contributes to the sustainable and long-term performance of the Company as specified in the previous section.

In addition, the accrued remuneration has not exceeded the total amount of remuneration that the Company may pay to all of its directors.

- B.4.** Report the results of the consultative vote at the General Shareholders' Meeting regarding remuneration paid during the preceding year, indicating the number of votes against, if any:

	Number	% of total
Votes cast	22,238,685	78.22
	Number	% of votes cast
Votes against	4,658,800	80.95
Votes in favour	17,579,885	79.05
Blank ballot		0.00
Abstentions		0.00

- B.5.** Explain how the fixed amounts accrued during the year by the directors in their capacity as such have been determined and how they have changed with respect to the previous year.

The fixed components accrued during the year were set by the company's Annual General Meeting of Shareholders held on 28 June 2022 and remain unchanged from the previous year.

B.6. Explain how the salaries accrued by each of the executive directors for the performance of their management duties over the past financial year were determined, and how they changed with respect to the previous year.

The fixed components accrued during the year were set by the company's Annual General Meeting of Shareholders held on 28 June 2022 and have changed compared to the previous year due to the increase in the remuneration of one of the two executive directors.

B.7. Explain the nature and the main characteristics of the variable components accrued under the remuneration systems during the year ended.

In particular:

- a) Identify each of the remuneration plans that have determined the different variable payments accrued by each of the directors during the year ended, including information on their scope, their date of approval, their date of implementation, the periods of accrual and validity, the criteria used to evaluate performance and how this has affected the establishment of the variable amount accrued, as well as the measurement criteria used and the period necessary to be in a position to suitably measure all the conditions and criteria stipulated.
- b) In the case of share options and other financial instruments, the general characteristics of each plan will include information on both the conditions necessary both to acquire unconditional ownership (consolidation) and to exercise these options or financial instruments, including the price and term in which they can be exercised.
- c) Each of the directors, together with their category (executive directors, proprietary external directors, independent external directors and other external directors), who are beneficiaries of remunerations systems or plans that include variable remuneration.
- d) Where applicable, information is to be provided on the periods for the accrual or deferral of payment that have been applied, and/or the periods for withholding/unavailability of shares or other financial instruments, where they exist.

Explain the short-term variable components of the remuneration systems:

The short-term variable remuneration corresponding to the Company's result in financial year 2022 amounts to 70% of the fixed remuneration for financial year 2022, that is, 47% of the maximum STIP of 150%. To determine such variable remuneration, the criteria, parameters and weightings established in the current Remuneration Policy, approved at the 2022 General Shareholders' Meeting, and referred to in section A.1.6. of the last Annual Report on Directors' Remuneration (2021), have been taken into account. The degree of compliance corresponding to financial year 2022 is detailed below:

- Shareholder return (weighting 25%): the level of compliance did not reach the minimum level established, so the percentage accrued was 0%.

- NAV discount vs competition (weighting 25%): this objective was met above its maximum level, so the percentage accrued for this result was 37.50%.

- Parameters relating to portfolio management:

1) The valuation of assets (weighting 12.5%): the level of compliance has been intermediate, and a percentage of 1.20% has been applied.

2) Quality and Sustainability certifications (weighting 12.5%): the level of compliance has not reached the established minimum, as the certifications were still pending at year-end, so the percentage accrued was 0%.

- Parameters relating to ESG:

1) GRESB (weighting 12.5%): the level of compliance has been intermediate, in this case 100%, resulting in an accrued percentage of 12.50%.

2) EPRA (weighting 12.5%): the level of compliance has been maximum, in this case 150%, resulting in an accrual of 18.80%.

This variable remuneration will be delivered in cash during the first quarter of the 2023 financial year.

Explain the long-term variable components of the remuneration systems

In addition to short-term variable remuneration, there is a long-term incentive plan based on the delivery of shares whose beneficiaries are the Company's employees and executive directors. This plan, which began with the Company's IPO, was amended and approved by the General Meeting on 28 June 2022, and is detailed in the Remuneration Policy published on the Company's website (www.arimainmo.com).

The Incentive Plan accrues annually provided that, for each calculation period (between 1 July and 30 June of the following year), certain value creation conditions are met. Such value generation is a function of the active management of the Company's assets and is measured objectively through the revaluation of the Company's assets, in accordance with the Net Tangible Asset Value under EPRA.

The Incentive Plan may not exceed in aggregate a maximum of 10% of the total issued and outstanding ordinary shares of the Company from time to time. As a consequence of the foregoing, taking into account the Company's outstanding share capital, in no event, so long as it remains unchanged, and provided that the shares already vested are delivered to their beneficiaries, may the percentage of Incentive Shares in any year, or in aggregate, exceed in any year, or in aggregate, 7.0% of the Ordinary Shares of the Company as at the date of formulation of this policy in the financial statements for the year ended 31 December 2022.

For the second period of such plan, which ended on 30 June 2022, the Board of Directors has assessed compliance with the conditions as follows:

- Shareholders' rate of return (SRR%) for the period: 13.4%.
- Positive High Water Mark (HWM%) for the period: 16.3%.

As a result of the degree of compliance achieved, 306,584 shares will be delivered to all the beneficiaries only at the end of the three deferral periods - one third of the shares after 12 months from the end of the applicable calculation period, one third of the shares after 18 months from the end of the applicable calculation period and one third after 24 months - and provided that the beneficiary remains an employee (or a director of the Company in the case of executive directors) at the end of each deferral period.

In accordance with this vesting schedule, no shares have yet been vested as at 31 December 2022. However, the Company has made a provision of € 509 thousand as at 31 December 2022.

- B.8.** Indicate whether certain variable components have been reduced or clawed back when, in the case of the former, payment has been consolidated and deferred or, in the case of the latter, consolidated and paid, on the basis of data that have subsequently proved to be inaccurate. Describe the amounts reduced or clawed back through the application of reduction or clawback clauses, why they were implemented and the years to which they refer.

In the event that it is proven that, for the calculation of the variable remuneration of the executive directors, false data had been used due to fraudulent manipulation, such that, had the real values been taken, the percentage of variable remuneration that would have corresponded would have been lower, without prejudice to any other liabilities that may be established, the executive directors shall be obliged to repay the Company the percentage fraudulently accrued as soon as possible, or said amount shall be deducted from their fixed remuneration.

Likewise, in the event that it is proven that, for the calculation of the Incentive Plan, false data have been used due to fraudulent manipulation, such that if the real values had been taken, the number of Incentive Shares that would have corresponded would have been lower, without prejudice to any other liabilities that may arise, the executive directors shall be obliged to reimburse the Company the percentage fraudulently accrued in the shortest possible time.

- B.9.** Explain the main characteristics of the long-term saving schemes whose amount or equivalent annual cost is shown in the tables contained in Section C, including retirement and any other survival benefit, where these are wholly or partially financed by the company, whether funded internally or externally, stating the type of scheme, whether it is a defined contribution or benefit scheme, the conditions for the consolidation of economic rights in favour of the directors and the compatibility thereof with any kind of indemnity for early termination of the contractual relationship between the company and the director.

Not applicable.

- B.10.** Explain, where applicable, the severance pay or any other type of payment that has accrued and/or been received by directors during the year ended as the result of a director's early dismissal or resignation or as the result of the termination of the contract in the terms provided for therein.

Not applicable.

- B.11.** Indicate whether there have been any significant changes in the contracts of persons performing senior management duties, such as executive directors, and, where applicable, explain such changes. In addition, explain the main conditions set out in any new contracts signed with executive directors during the year, unless these have already been explained in Section A.1.

Not applicable.

B.12. Explain any supplementary remuneration accrued by directors in consideration of services provided other than those inherent in their position.

Not applicable.

B.13. Explain any remuneration resulting from the grant of advances, loans and guarantees, with details of the interest rate, main features and amounts potentially repaid, as well as the obligations assumed on their behalf by way of security.

Not applicable.

B.14. Give details of the remuneration in kind accrued by the directors over the year, briefly explaining the nature of the different salary items.

Remuneration in kind paid to executive directors during the financial year 2022 amounted to 39 thousand euros and consisted of medical and life insurance and the provision of vehicles.

B.15. Indicate the remuneration accrued by the director by virtue of the payments made by the listed company to a third party organisation to which the director provides services, when these payments are allocated to the remuneration of the director's services at the company.

Not applicable.

B.16. Explain and detail the amounts accrued during the year in relation to any other remuneration item other than the above, regardless of its nature or the group entity that pays it, including all benefits in any form, such as when it is considered a related-party transaction or, especially, when it significantly affects the true and fair view of the total remuneration accrued by the director, explaining the amount granted or pending payment, the nature of the consideration received and the reasons why it would have been considered, as the case may be, that it does not constitute remuneration to the director in his capacity as such or in consideration for the performance of his executive duties, and whether or not it has been considered appropriate to include it among the amounts accrued in the "other items" section of section C.

Not applicable.

C. DETAILS OF THE INDIVIDUAL REMUNERATION PAID TO EACH DIRECTOR

Name	Type	Accrual period 2022
MR. FERNANDO BAUTISTA SAGÜÉS	Independent Director	From 01/01/2022 to 31/12/2022
MR. DAVID JIMENEZ-BLANCO CARRILLO DE ALBORNOZ	Independent Director	From 01/01/2022 to 31/12/2022
MR. LUIS ARREDONDO MALO	Independent Director	From 01/01/2022 to 31/12/2022
MR. CATO HENNING STONEX	Independent Director	From 01/01/2022 to 31/12/2022
MR. STANISLAS MARIE LUC HENRY	Proprietary Director	From 01/01/2022 to 31/12/2022
MR. LUIS LOPEZ DE HERRERA-ORIA	Managing Director	From 01/01/2022 to 31/12/2022
MS. CHONY MARTIN VICENTE-MAZARIEGOS	Executive Director	From 01/01/2022 to 31/12/2022

C.1. Complete the following tables in relation to the individual remuneration accrued by each of the directors (including remuneration for the performance of executive duties) during the financial year.

a) Company payments forming the subject of this report:

i) Cash payments accrued (thousands of €)

Name	Fixed Payment	Allowances	Payment for for membership of board committees	Salary	Short-term variable payment	Long-term variable payment	Compensation	Other items	Total for 2022	Total for 2021
FERNANDO BAUTISTA SAGÜÉS		100							100	100
DAVID JIMENEZ-BLANCO CARRILLO DE ALBORNOZ		100							100	100
LUIS ARREDONDO MALO		125							125	125
CATO HENNING STONEX		100							100	100
STANISLAS MARIE LUC HENRY										
LUIS LOPEZ DE HERRERA-ORIA	600				480			27	1,107	866
CHONY MARTIN VICENTE-MAZARIEGOS	325				200			12	537	362

Remarks

The amounts shown in the table correspond to the amounts received in the financial year 2022. The executive directors have received during the year ended a short-term variable remuneration corresponding to the Company's result in financial year 2021 consisting of a bonus of 80% of the fixed remuneration for the year 2021. This remuneration was approved by the Board of Directors on 22 February 2022 in line with the provisions of section A.1.6. The amounts accrued in the financial year 2022 are detailed in section D.1.

ii) Table of changes to payments based on shares and gross profit from consolidated shares or financial instruments

Name	Name of Plan	Financial instruments at the beginning of 2022		Financial instruments awarded during 2022		Financial instruments consolidated during the year				Instruments matured but not exercised	Financial instruments at the end of 2022	
		No. of instruments	No. of equivalent shares	No. of instruments	No. of equivalent shares	No. of instruments	No. of equivalent/consolidated shares	Price of consolidated shares	Net profit from shares or consolidated financial instruments (thousands of €)	No. of instruments	No. of instruments	No. of equivalent shares
FERNANDO BAUTISTA SAGÜÉS	Plan							0.00				
DAVID JIMENEZ-BLANCO CARRILLO DE ALBORNOZ	Plan							0.00				
LUIS ARREDONDO MALO	Plan							0.00				
CATO HENNING STONEX	Plan							0.00				
STANISLAS MARIE LUC HENRY	Plan							0.00				
LUIS LOPEZ DE HERRERA-ORIA	Plan							0.00				
CHONY MARTIN VICENTE-MAZARIEGOS	Plan							0.00				

Remarks

The executive directors have not received any share-based remuneration in the financial year 2022. However, they have accrued remuneration equivalent to 1,147 thousand euros which will be delivered in shares in the financial years 2023/2024 provided that the executive directors maintain their relationship with the company at the end of the share deferral periods. These amounts are detailed in section D1.

iii) Long-term savings plans.

Name	Remuneration from consolidation of rights to savings system
FERNANDO BAUTISTA SAGÜÉS	
DAVID JIMENEZ-BLANCO CARRILLO DE ALBORNOZ	
LUIS ARREDONDO MALO	
CATO HENNING STONEX	
STANISLAS MARIE LUC HENRY	
LUIS LOPEZ DE HERRERA-ORIA	
CHONY MARTIN VICENTE-MAZARIEGOS	

Name	Contribution over the year from the company (thousands of €)				Amount of accumulated funds (thousands of €)			
	Savings systems with consolidated economic rights		Savings systems with unconsolidated economic rights		Savings systems with consolidated economic rights		Savings systems with unconsolidated economic rights	
	FY 2022	FY 2021	FY 2022	FY 2021	FY 2022	FY 2021	FY 2022	FY 2021
FERNANDO BAUTISTA SAGÜÉS								
DAVID JIMENEZ-BLANCO CARRILLO DE ALBORNOZ								
LUIS ARREDONDO MALO								
CATO HENNING STONEX								

Name	Contribution over the year from the company (thousands of €)				Amount of accumulated funds (thousands of €)			
	Savings systems with consolidated economic rights		Savings systems with unconsolidated economic rights		Savings systems with consolidated economic rights		Savings systems with unconsolidated economic rights	
	FY 2022	FY 2021	FY 2022	FY 2021	FY 2022	FY 2021	FY 2022	FY 2021
STANISLAS MARIE LUC HENRY								
LUIS LOPEZ DE HERRERA-ORIA								
CHONY MARTIN VICENTE-MAZARIEGOS								

Remarks

[]

iv) Details of other items

Name	Item	Amount paid
FERNANDO BAUTISTA SAGÜÉS	Item	
DAVID JIMENEZ-BLANCO CARRILLO DE ALBORNOZ	Item	
LUIS ARREDONDO MALO	Item	
CATO HENNING STONEX	Item	
STANISLAS MARIE LUC HENRY	Item	
LUIS LOPEZ DE HERRERA-ORIA	HEALTH AND LIFE INSURANCE, VEHICLE.	27
CHONY MARTIN VICENTE-MAZARIEGOS	HEALTH AND LIFE INSURANCE, VEHICLE.	12

Remarks

b) Remuneration of the company's directors for their membership of the boards of other group companies:

i) Cash payments accrued (thousands of €)

Name	Fixed Payment	Allowances	Payment for membership of board committees	Salary	Short-term variable payment	Long-term variable payment	Compensation	Other items	Total for 2022	Total for 2021
FERNANDO BAUTISTA SAGÜÉS										
DAVID JIMENEZ-BLANCO CARRILLO DE ALBORNOZ										
LUIS ARREDONDO MALO										
CATO HENNING STONEX										
STANISLAS MARIE LUC HENRY										
LUIS LOPEZ DE HERRERA-ORIA										
CHONY MARTIN VICENTE-MAZARIEGOS										

Remarks

ii) Table of changes to payments based on shares and gross profit from consolidated shares or financial instruments

Name	Name of Plan	Financial instruments at the beginning of 2022		Financial instruments awarded during 2022		Financial instruments consolidated during the year				Instruments matured but not exercised	Financial instruments at the end of 2022	
		No. of instruments	No. of equivalent shares	No. of instruments	No. of equivalent shares	No. of instruments	No. of equivalent/consolidated shares	Price of consolidated shares	Net profit from shares or consolidated financial instruments (thousands of €)	No. of instruments	No. of instruments	No. of equivalent shares
FERNANDO BAUTISTA SAGÜÉS	Plan							0.00				
DAVID JIMENEZ-BLANCO CARRILLO DE ALBORNOZ	Plan							0.00				
LUIS ARREDONDO MALO	Plan							0.00				
CATO HENNING STONEX	Plan							0.00				
STANISLAS MARIE LUC HENRY	Plan							0.00				
LUIS LOPEZ DE HERRERA-ORIA	Plan							0.00				
CHONY MARTIN VICENTE-MAZARIEGOS	Plan							0.00				

Remarks

iii) Long-term savings plans.

Name	Remuneration from consolidation of rights to savings system
FERNANDO BAUTISTA SAGÜÉS	
DAVID JIMENEZ-BLANCO CARRILLO DE ALBORNOZ	
LUIS ARREDONDO MALO	
CATO HENNING STONEX	
STANISLAS MARIE LUC HENRY	
LUIS LOPEZ DE HERRERA-ORIA	
CHONY MARTIN VICENTE-MAZARIEGOS	

Name	Contribution over the year from the company (thousands of €)				Amount of accumulated funds (thousands of €)			
	Savings systems with consolidated economic rights		Savings systems with unconsolidated economic rights		Savings systems with consolidated economic rights		Savings systems with unconsolidated economic rights	
	FY 2022	FY 2021	FY 2022	FY 2021	FY 2022	FY 2021	FY 2022	FY 2021
FERNANDO BAUTISTA SAGÜÉS								
DAVID JIMENEZ-BLANCO CARRILLO DE ALBORNOZ								
LUIS MARÍA ARREDONDO MALO								
CATO HENNING STONEX								

Name	Contribution over the year from the company (thousands of €)				Amount of accumulated funds (thousands of €)			
	Savings systems with consolidated economic rights		Savings systems with unconsolidated economic rights		Savings systems with consolidated economic rights		Savings systems with unconsolidated economic rights	
	FY 2022	FY 2021	FY 2022	FY 2021	FY 2022	FY 2021	FY 2022	FY 2021
STANISLAS MARIE LUC HENRY								
LUIS LOPEZ DE HERRERA-ORIA								
CHONY MARTIN VICENTE-MAZARIEGOS								

Remarks

iv) Details of other items

Name	Item	Amount paid
FERNANDO BAUTISTA SAGÜÉS	Item	
DAVID JIMENEZ-BLANCO CARRILLO DE ALBORNOZ	Item	
LUIS ARREDONDO MALO	Item	
CATO HENNING STONEX	Item	
STANISLAS MARIE LUC HENRY	Item	
LUIS LOPEZ DE HERRERA-ORIA	Item	
CHONY MARTIN VICENTE-MAZARIEGOS	Item	

Remarks

c) Summary of payments (thousands of €):

This summary should include the amounts corresponding to all payment items, including those indicated in this report which the director has accrued, shown in thousands of euros.

Name	Payments accrued within the Company					Payments accrued within group companies					Company + Group total 2022
	Total cash payment	Net profit from shares or consolidated financial instruments	Payments from savings schemes	Payments from other items	Company total 2022	Total cash payment	Net profit from shares or consolidated financial instruments	Payments from savings schemes	Payments from other items	Group total 2022	
FERNANDO BAUTISTA SAGÜÉS	100				100						100
DAVID JIMENEZ-BLANCO CARRILLO DE ALBORNOZ	100				100						100
LUIS ARREDONDO MALO	125				125						125
CATO HENNING STONEX	100				100						100
STANISLAS MARIE LUC HENRY											
LUIS LOPEZ DE HERRERA-ORIA	1,107				1,107						1,107
CHONY MARTIN VICENTE-MAZARIEGOS	537				537						537
TOTAL	2,069				2,069						2,069

ANNUAL REPORT ON THE REMUNERATION OF DIRECTORS OF LISTED PUBLIC LIMITED COMPANIES

Remarks

The amounts shown in the table correspond to the amounts received. The amounts accrued in the year are detailed in section D.1.

- C.2. Indicate the evolution over the last 5 years of the amount and percentage variation of the remuneration accrued by each of the listed company's directors who have been directors during the year, of the consolidated results of the company and of the average remuneration on a full-time equivalent basis of the employees of the company and its subsidiaries who are not directors of the listed company.

Name	Total amounts accrued and % annual variation								FY 2018
	FY 2022	% Variation 2022/2021	FY 2021	% Variation 2021/202	FY 2020	% Variation 2020/2019	FY 2019	% Variation 2019/2018	
Executive Director									
CHONY MARTIN VICENTE-MAZARIEGOS	537	48.34	362	-54.86	802	-	0	-	0
LUIS LOPEZ DE HERRERA-ORIA	1,107	27.83	866	-69.84	2,871	303.80	711	n.d.	62
Independent Director									
CATO HENNING STONEX	100	0.00	100	25.00	80	21.21	66	560.00	10
DAVID JIMENEZ-BLANCO CARRILLO DE ALBORNOZ	100	0.00	100	8.70	92	39.39	66	560.00	10
FERNANDO BAUTISTA SAGÜÉS	100	0.00	100	8.70	92	39.39	66	560.00	10
LUIS MARÍA ARREDONDO MALO	125	0.00	125	9.65	114	37.35	83	591.67	12
Consolidated results of the company									
	10,563	-59.57	26,125	99.56	13,091	-14.93	15,389	n.d.	1,124
Average employee compensation									
	256	33.33	192	-58.71	465	159.78	179	752.38	21

Remarks

The company was incorporated in 2018 and accrued compensations began on October 23, 2018.

D. OTHER INFORMATION OF INTEREST

If there are any significant aspects of directors' remuneration which have not been mentioned in the previous sections of this report, but which should be included in the interests of providing comprehensive and reasoned information on the remunerative structure and practices of the company regarding its directors, please provide details in brief.

In order to complete the information provided in section C.1. in which the remuneration paid in the 2022 financial year has been reported, the remuneration accrued in that year by the executive directors is detailed below, the information referring to the rest of the directors does not differ from that paid in 2022:

Mr. LUIS ALFONSO LOPEZ DE HERRERA-ORIA:

- Fixed Payment: 600
- Short-term variable payments: 420
- Long-term variable payments: 952
- Other items: 27
- Total for 2022: 1,999
- Total for 2021: 1,106

CHONY MARTIN VICENTE-MAZARIEGOS:

- Fixed Payment: 325
- Short-term variable payments: 228
- Long-term variable payments: 195
- Other items: 12
- Total for 2022: 760
- Total for 2021: 462

The long-term variable payments consists of the delivery of company shares, in the year 2022 the right to said shares has been generated, which have not been delivered since there is a deferral. The delivery of shares shall take place at the end of the established deferral periods provided that the executive directors maintain the relationship with the company at that time. The accrued amount has been calculated taking into account the price at the end of the 2022 financial year.

This annual report on remuneration was approved by the company's board of directors at its meeting held on:

[22/02/2023]

Indicate whether any director abstained or voted against the approval of this Report.

- [] Yes
- [v] No