REMUNERATION POLICY OF
STAR RESIDENCE INVEST

1. Purpose of the document

This policy establishes the principles and conditions for the remuneration of the Manager of the Real Estate Investment Company of REIT Type (“the Company”), in order to align its interests with those of the shareholders and to ensure an efficient and transparent administration of the asset portfolio.

2. Structure of the remuneration

The Manager's remuneration is composed of two main elements:

- Annual fixed fee, calculated as a percentage of the Company's net asset value (NAV);
- Performance fee, granted conditionally upon reaching a minimum threshold of total annual return for shareholders.

2.1. Annual fixed fee

The Manager is entitled to an annual fee amounting to 1.5% (one point five percent) of the Company's net asset value (“NAV”), calculated at the end of each financial year.

The fee is paid quarterly, proportionally, based on the average NAV value for the respective quarter.

2.2. Performance fee

The Manager will be additionally remunerated through a performance fee equal to 20% (twenty percent) of the Company's total annual return exceeding the minimum threshold of 6%.

The total annual return is defined as the sum of:

- the percentage change in the net asset value per share (NAV per share), and
- the dividends distributed during the respective period, reported to the beginning-of-year NAV.

Application of the “High Watermark” principle

The performance fee is applied in accordance with the “High Watermark” principle, according to which:

- The Manager may not collect a performance fee for subsequent returns that merely recover previous decreases in the net asset value;
- The performance fee is calculated only for the total value of the return that exceeds the highest previous level of NAV per share for which a performance fee has been paid.

3. Approval and revision of the policy

This policy is subject to the approval of the Ordinary General Meeting of Shareholders and may be amended only by a resolution of the same meeting, upon the proposal of the Board of Directors of the Manager.

4. Duration of application

The policy enters into force on the date of its approval by the shareholders and remains valid throughout the entire duration of the management contract.