

Eckert & Ziegler Strahlen- und Medizintechnik AG Berlin

ISIN: DE0005659700

We hereby invite our shareholders to our Annual General Meeting 2022. This will take place on Wednesday, June 1, 2022, at 11:00 a.m., at the Max Delbrück Communications Center (MDC.C) on the Berlin-Buch campus, Robert-Rössle-Str.10, D-13125 Berlin.

As a precautionary measure, it is pointed out that there is a risk that the Annual General Meeting, which is planned to be held in person, may be canceled, even on short notice, due to changes in the incidence of the Covid19 pandemic. Information on any changes will be posted promptly on the Company's website at <https://www.ezag.com/startseite/investoren/hauptversammlung/> any cancellation will also be published in the Federal Gazette.

The Annual General Meeting will be held in accordance with the protective measures and hygiene requirements at that time.

I. Agenda

1. Presentation of the approved annual financial statements and management report of Eckert & Ziegler Strahlen- und Medizintechnik AG as of December 31, 2021, the approved consolidated financial statements and Group management report as of December 31, 2021, the report of the Supervisory Board on fiscal year 2021, and the explanatory report of the Executive Board on the disclosures pursuant to Section 289a (1), Section 315a (1) of the German Commercial Code (HGB) for fiscal year 2021.

The documents to be submitted for this agenda item can be viewed at <https://www.ezag.com/startseite/investoren/hauptversammlung/>. They will be explained at the Annual General Meeting by the Board of Management and the report of the Supervisory Board will be described by the Chairman of the Supervisory Board. As the Supervisory Board has already approved both the annual and the consolidated financial statements, the annual financial statements are thus adopted, and no resolution will be passed on this agenda item.

2. Resolution on the appropriation of distributable profit

The Board of Management and the Supervisory Board propose that the retained earnings of EUR 22,713,250.67 reported in the Company's annual financial statements as of December 31, 2021, be appropriated as follows:

Distribution of a dividend of Euro 0.50 per dividend-bearing share: Euro 10,378,138.00.

Transfer of the remaining amount to retained earnings: Euro 12,335,112.67

The aforementioned total dividend and the remaining amount to be transferred to retained earnings are based on the dividend-bearing capital stock of EUR 20,756,276 divided into 20,756,276 no-par value shares existing at the time of the convening of the Annual General Meeting. The 415,656 treasury shares held by the Company at the time of the convening of the Annual General Meeting are not entitled to dividend. The number of shares entitled to dividend may change by the time the resolution on the appropriation of net income is adopted. In this case, a correspondingly adjusted resolution proposal will be put to the vote at the Annual General Meeting, which will provide for an unchanged dividend of EUR 0.50 per no-par value share carrying dividend rights and a correspondingly adjusted profit carryforward. The dividend is due for payment on June 7, 2022.

3. Resolution on ratification of Board of Management members' actions in financial year 2021

The Board of Management and the Supervisory Board propose that the acts of the members of the Board of Management holding office in the 2021 financial years be ratified for the 2021 financial year.

4. Resolution on ratification of Supervisory Board members' actions in financial year 2021

The Board of Management and the Supervisory Board propose that the acts of the members of the Supervisory Board holding office in the 2021 financial year be ratified for the 2021 financial year

5. Resolution on the appointment of the auditor for the annual financial statements and the auditor for the consolidated financial statements for the fiscal year 2022

The Supervisory Board proposes that BDO AG Wirtschaftsprüfungsgesellschaft, Katharina-Heinroth-Ufer 1, 10787 Berlin, Germany, be appointed as auditors of the annual financial statements and the consolidated financial statements for the fiscal year 2022.

The Supervisory Board also proposes that BDO AG Wirtschaftsprüfungsgesellschaft, Katharina-Heinroth-Ufer 1, 10787 Berlin, Germany, be appointed auditor for any review of the financial statements and interim management report for the first half of the 2022 fiscal year. BDO AG shall also be appointed as auditor for any interim financial or management report for the 2022 fiscal year as well as for the first quarter of 2023, if and to the extent that they are subjected to such a review.

6. Resolution on the approval of the remuneration report

The Act Implementing the Second Shareholders' Rights Directive (ARUG II) stipulates that in future, the Board of Management Board and Supervisory Board of listed companies must prepare a remuneration report annually in accordance with Section 162 of the German Stock Corporation Act (AktG) and present it to the Annual General Meeting for a resolution on its approval in accordance with Section 120a (4) AktG. Eckert & Ziegler Strahlen- und Medizintechnik AG is meeting this obligation for the first time for the remuneration report for fiscal year 2021 and the Annual General Meeting in 2022. The remuneration report was audited by the auditor of Eckert & Ziegler Strahlen- und Medizintechnik AG and issued with an audit certificate. The remuneration report for fiscal year 2021 and the auditor's report on its audit can be found under item II of this invitation, in the annual report for fiscal year 2021, and at https://www.ezag.com/startseite/investoren/gute_unternehmensfuehrung/satzung/.

The Executive Board and Supervisory Board propose that the compensation report for the 2021 financial year, prepared and audited in accordance with section 162 of the German Stock Corporation Act (AktG), be approved.

7. Resolution on the approval of the adjusted remuneration system for the Board of Management

Pursuant to Sec. 120a (1) AktG, the Annual General Meeting of a listed company shall resolve on the approval of the compensation system for the members of the Board of Management presented by the Supervisory Board in the event of any significant change. The most recent resolution on the approval of the remuneration system for the Executive Board was adopted by the Annual General Meeting on June 10, 2020 in accordance with sections 87a, 120a AktG. With the support of the Remuneration Committee, the Supervisory Board reviewed this remuneration system approved by the Annual General Meeting and adjusted it on the basis of this review, in particular with regard to the implementation of all recommendations of the German Corporate Governance Code. This adjusted remuneration system is to be submitted

to the Annual General Meeting for resolution on approval. Based on a corresponding recommendation by the Remuneration Committee, the Supervisory Board proposes that the following compensation system for the Board of Management members resolved by the Supervisory Board on January 18, 2022 be approved.

Remuneration System for the Executive Board members of the Eckert & Ziegler Strahlen- und Medizintechnik AG:

The remuneration system for the Management Board is designed to provide an incentive for successful and sustainable long-term corporate development and to dovetail the interests of the Management Board, employees, and owners even more closely. A key aspect of the remuneration system is that, in addition to fixed remuneration components, variable remuneration components with a multi-year assessment basis are also agreed, so that the members of the Executive Board participate appropriately in both positive and negative developments of the company.

When determining the total remuneration and its breakdown into individual remuneration components, the area of responsibility assigned to the respective member of the Management Board and his personal performance are especially evaluated. Furthermore, the remuneration should be attractive and appropriate compared to the competitive environment.

1. Composition of the remuneration

The total remuneration of the Management Board consists of a fixed annual basic remuneration, including certain fringe benefits (collectively "Fixed remuneration"), and variable remuneration components, on the one hand with short-term ("STI"), on the other hand with long-term performance criteria ("LTI").

1.1 Fixed remuneration

The fixed remuneration of the Executive Board members, consisting of salary and fringe benefits, is paid monthly on a pro rata basis. The fringe benefits in the form of non-cash remuneration, consist mainly of the use of a company car, telephone, and insurance premiums, are taxable for the individual Executive Board member. In principle all Executive Board members are due fringe benefits in the same way, but the amount may vary depending on their personal situation.

1.2 Variable remuneration components

In addition to the basic remuneration, the members of the Executive Board generally receive two variable remuneration components.

a) Short-term variable remuneration component, Short Time Incentive (STI)

STI is based primarily on a percentage of the cumulative net income for the Group as a whole, whereby a segment directly responsible for the Executive Board may be weighted more heavily than other parts of the Group. The short-term variable component is payable when an annual profit has been generated and previously defined framework conditions, including non-financial parameters such as compliance with regulations, have been met. The Supervisory Board determines whether the thresholds and non-financial parameters have been reached after the company's annual financial statements have been prepared.

As a further STI component, project-related individual bonuses can be agreed which are based solely on an annual assessment of performance and thus either on specific target achievement or on a percentage share of the annual result.

b) Long-term variable remuneration component, Long Time Incentive (LTI)

LTI is calculated on the base of the long-term growth of the net income for the year in the direct area of responsibility of the respective member of the Executive Board if this parameter exceeds previously agreed target figures. In addition, the bonus is paid in shares or its calculation is linked to the share price, so that the beneficiary has a material interest not only in the long-term growth of the company's profit but also in the company's market capitalization. The achievement of the financial performance indicator is also determined by the Supervisory Board at the end of the period, usually five years, when the annual financial statements of the company are prepared.

Fixed Remuneration		
Annual Base Salary	fixed, contractually agreed remuneration, paid in 12 equal monthly installments	
Fringe Benefits	Company Car Telephone Subsidy for health, retirement and accident insurance Company accident insurance Directors & Officers liability insurance	
Short-term variable Remuneration Components, Short Time Incentive (STI)		
Plan Type	Target bonus model	
Performance Criteria	Net Profit in the respective fiscal year above certain threshold value	
	Directly responsible 4-6% of excess profits	Rest of the Group 1-2% of excess profits
Limit	120-150% of the annual base salary	
Payout	In cash, in the following year in the month after the General Meeting	
Plan Type	Reward Model	
Performance Criteria	Achievement of project targets	
Limit	20% of the annual fixed salary per project	
Payout	In cash, in the month after the General Meeting	
Long-term variable Remuneration Components, Long Time Incentive (LTI)		
Plan Type	Target bonus model	
Performance Criteria	Cumulative excess profits of the group at the end of the contract period	
Period	Contract duration	
Limit	Number of shares	
Payout	In shares in the month following the General Meeting in the following year of the period	
Maximum Remuneration		
The absolute Euro value for the maximum payment of remuneration granted in a fiscal year is EUR 5 million for each member of the Board of Management. The Maximum total remuneration includes all fixed and variable remuneration components.		

Diagram 1: Summary of the remuneration system of Eckert & Ziegler AG

The annual short-term variable remuneration components should not exceed 40% of the target in relation to long-term variable remuneration components.

Overall, the variable remuneration components serve to promote the positive development of both the Group as a whole and the business units for which individual responsibility is assumed, and thus the further development and implementation of the overall strategy of the company. The correspondingly differentiated incentive structure is intended on the one hand

to strengthen individual departmental responsibility and on the other hand to anchor the overall strategic development in the company as part of the Executive Board's activities. The multi-year evaluation basis of the majority of the variable remuneration and the partial payment of the variable remuneration in shares of the company or taking into account the share price ensures that the long-term positive development of the company is reflected accordingly in the amount of remuneration.

2. Determination of a maximum remuneration and ratio of fixed and variable maximum remuneration

The fixed remuneration is based on market conditions and comparative values from other companies. The Supervisory Board ensures that the targets for all elements of the variable remuneration are ambitious, while at the same time ensuring a balanced risk/reward profile. If the targets are not met, the short-term variable remuneration may fall to zero. If the targets are significantly exceeded, the short-term variable remuneration for members of the Management Board is capped at 120-150% of their base salary.

Long-term remuneration is paid in shares. Here the remuneration may also fall to zero. It is limited to a maximum number of shares per Management Board member over the entire duration of the contract.

A calculated maximum total remuneration can be derived from the limited variable remuneration elements, the basic remuneration and the expenses for fringe benefits. In addition, the Supervisory Board has defined an absolute euro value for the maximum payment of the remuneration granted in a financial year in accordance with Section 87a (1) sentence 2 no. 1 of the German Stock Corporation Act. It amounts to EUR 5 million per year for each member of the Management Board. The maximum total remuneration includes all fixed (including supplementary benefits) and variable remuneration components. This Limitation may mean that the full number of shares or the full value of shares may not be paid out.

3. Alignment of remuneration with long-term and sustainable corporate development

The Supervisory Board determines the specific target and maximum total remuneration for each member of the Executive Board, which is commensurate with the tasks and performance of the Management Board member and the situation of the company and which does not exceed the usual remuneration in comparison - both with other companies and with the Group - without special reasons. As a suitable peer group for assessing the customary nature of the specific total remuneration in comparison with other companies, the Supervisory Board uses companies listed in the same stock exchange segment (Prime Standard) as the Group and which, on the one hand, have a similar balance sheet total and, on the other hand, a comparable EBIT.

The Supervisory Board assesses the customary nature of the specific total remuneration of the Management Board members within the Company. It considers the ratio of the target total remuneration of the individual Management Board members to the average total remuneration of senior executives and to the average total remuneration of the entire workforce in Germany. In assessing the customary nature of the specific total remuneration, the Supervisory Board also considers the development over time of the ratios described above.

4. Special contractual rules

4.1 Clawback regulations

Violations of compliance with rules and the Group-wide guidelines for compliance from previous periods can also retroactively reduce current bonuses. On the one hand, this is intended to emphasize the importance of compliance within Eckert & Ziegler Strahlen- und

Medizintechnik AG. On the other hand, the reputation of the Group is to be strengthened in the sense of sustainable development through a contemporary, value-based corporate culture.

4.2 Adjustment of the remuneration

The Supervisory Board reserves the right to consider extraordinary developments to an appropriate extent. In justified cases, the variable remuneration may be withheld or demanded back.

5. Implementation and ongoing evaluation of the remuneration system

The implementation of the remuneration system resolved by the Supervisory Board will take place upon completion of the individual Executive Board employment contracts by the Supervisory Board as a whole. In addition, the Remuneration Committee of the Supervisory Board reviews the remuneration system on an ongoing basis and, if any need for adjustments is identified, discusses and resolves on any changes to the system and informs the Supervisory Board as a whole of any adjustments it deems appropriate or necessary. Changes to the remuneration system are resolved by the full Supervisory Board. In the event of changes, the Supervisory Board will submit the changed remuneration system to the next General Meeting for approval.

8. Resolution on the adjustment of Supervisory Board committee remuneration and corresponding amendment to the Articles of Association

The remuneration of the members of the Supervisory Board of Eckert & Ziegler Strahlen- und Medizintechnik AG was last adjusted in 2020. The new remuneration for committee members is intended to compensate for the increased demands on the scope of work and responsibility of committee members. In a long-term comparison, the increase in Supervisory Board remuneration - measured against Group sales and profits - also represents an appropriate reflection of the Group's performance. The Executive Board and Supervisory Board propose that Art. 11 par. 1 of the Articles of Association, which governs the amount of the Supervisory Board's fixed annual compensation and attendance fee, be revised as follows:

§ Section 11 (1) of the Articles of Association of the Company shall be repealed and reworded in its entirety as follows:

"Section 11 Compensation of the Supervisory Board

(1)

The members of the Supervisory Board shall receive a fixed annual remuneration of Euro 18,000.00. The Chairman shall receive Euro 36,000.00, a Deputy Chairman Euro 24,000.00. Members of the Audit Committee shall receive an additional fixed annual remuneration of Euro 8,000.00. The Chairman of the Audit Committee shall receive a fixed annual remuneration of Euro 16,000.00. Members of other committees shall receive an additional fixed annual remuneration of Euro 5,000.00, insofar as these committees meet. If the membership does not last a full financial year, the respective member shall receive the remuneration pro rata temporis. In addition to the fixed annual compensation, members of the Supervisory Board receive an attendance fee of Euro 1,000.00 for each attendance at a Supervisory Board meeting. Sentences 3 and 4 apply retroactively from July 01, 2021."

9. Resolution on the amendments to the Articles of Association concerning the election of a Chairman and a Deputy Chairman to the Supervisory Board and the convening and passing of resolutions by the Supervisory Board

§§ Sections 9 and 10 of the Articles of Association of the Company shall be amended with regard to individual aspects concerning the election of a Chairman and a Deputy Chairman of the Supervisory Board and the convening and passing of resolutions by the Supervisory Board against the background of an amendment to the Rules of Procedure for the Supervisory Board. The Executive Board and Supervisory Board propose that the following resolution be adopted:

- a) Section 9 (5) of the Articles of Association shall be reworded as follows:

"Immediately following its election by the Annual General Meeting, the Supervisory Board shall elect a Chairman and Deputy Chairman from among its members at a meeting that does not require a separate convocation. The election shall in each case be for the term of office of the elected person on the Supervisory Board or for a shorter period to be determined by the Supervisory Board at the time of election."

- b) Section 10 of the Articles of Association shall be reworded as follows:

(1)

The meetings of the Supervisory Board shall be convened by the Chairman or, if he is prevented from doing so, by his deputy, with fourteen days' notice, as often as required by law or the Rules of Procedure. When calculating the period of notice, the day on which the invitation is sent and the day of the meeting shall not be counted. The meeting shall be convened in writing, and telecommunication shall be sufficient. In urgent cases, the period may also be shortened and the meeting may be convened in writing, by text, orally or by telephone. However, even in such cases there must be at least four days between the date of dispatch or issue of the invitation and the date of the meeting.'

(2)

The individual items on the agenda and any proposed resolutions shall be communicated with the invitation. Items or motions not on the agenda or not properly communicated to the members of the Supervisory Board shall only be admitted for resolution if no member of the Supervisory Board present at the meeting objects and absent members of the Supervisory Board are given the opportunity to subsequently cast their vote in writing within a period to be set by the Chairman. Telecommunication shall be sufficient to ensure compliance with the written form requirement. Items nominated in writing or text by members of the Supervisory Board without undue delay after the meeting has been convened shall be placed on the agenda.

(3)

Supervisory Board meetings are regularly held with the simultaneous physical presence of all participants at a meeting location. If all or individual participants are not present at the place of the meeting, a virtual meeting may be held by way of exception if it is possible to participate in the meeting from any location by means of an acoustic and optical two-way connection in real time. In this case, it must be possible for each participant to speak and take part in voting. If individual participants, but no more than half of the participants, do not have the technical means for an acoustic and optical connection in the aforementioned sense or are unable or unwilling to use these means, it shall be sufficient if the participants concerned are only connected to the meeting by telephone.

(4)

The Chairman or, if he is prevented from doing so, his deputy, shall chair the meeting and determine the order in which the items on the agenda are discussed as well as the type and order of voting.

(5)

The Supervisory Board shall constitute a quorum if two-thirds of the members of which it must consist in total participate in the adoption of the resolution in person or by written vote.

(6)

Outside meetings, resolutions may be adopted by voting in writing, text, orally or by telephone if the Chairman of the Supervisory Board orders such a resolution to be adopted and no member of the Supervisory Board objects to this procedure within a period specified by the Chairman.

(7)

Resolutions of the Supervisory Board shall require a majority of the votes cast, unless otherwise provided by law. In the event of a tie, the chairman of the relevant meeting shall have the casting vote.

(8)

Transcripts shall be taken of the discussions and resolutions of the Supervisory Board and shall be signed by the chairman of the meeting. The Chairman of the Supervisory Board shall sign the minutes to be prepared on resolutions pursuant to para. 6.

The transcript shall state the place and date of the meeting, the participants, the items on the agenda, the main content of the discussions and the resolutions.

(9)

The Chairman is authorized to make the declarations required to implement the resolutions on behalf of the Supervisory Board and to receive declarations addressed to the Supervisory Board.

10. Resolution on the approval of the conclusion of a profit and loss transfer agreement with PentixaPharm GmbH

Die Gesellschaft beabsichtigt, als herrschendes Unternehmen mit der Pentixapharm GmbH (nachfolgend PTP GmbH genannt) als abhängiges Unternehmen den am 31.03.2022 aufgestellten Entwurf eines Ergebnisabführungsvertrags abzuschließen.

The profit and loss transfer agreement has the following wording:

Profit and loss transfer agreement

between

Eckert & Ziegler Strahlen- und Medizintechnik AG
Robert-Rössle-Str. 10
13125 Berlin

- hereinafter referred to as "EUZ"-

And

Pentixapharm GmbH
Bismarckstr. 13

97080 Würzburg

- hereinafter referred to as "PTP" -

EUZ and PTP hereinafter jointly referred to as the "Parties"

§ 1

Profit transfer

(1) PTP shall transfer its entire profit to EUZ during the term of the contract. In accordance with Section 301 of the German Stock Corporation Act (AktG), as amended from time to time, the net profit for the year generated in accordance with the relevant provisions of German commercial law without the profit transfer shall be transferred, less (a) any loss carried forward from the previous year, (b) the amount to be allocated to the statutory reserve in accordance with Section 300 of the German Stock Corporation Act (AktG) and (c) the amount blocked from distribution in accordance with Section 268 (8) of the German Commercial Code (HGB).

(2) PTP may, with the consent of EUZ, allocate amounts from the net income for the year - with the exception of statutory reserves - to other revenue reserves pursuant to Section 272 (3) HGB to the extent that this is permissible under commercial law and economically justified on the basis of a reasonable commercial assessment. Other revenue reserves formed during the term of the agreement pursuant to Sec. 272 (3) HGB shall - to the extent legally permissible - be reversed at the request of EUZ and transferred as profit subject to the requirements of Sec. 301 AktG as amended. The parties assume that Art. 253 par. 6 HGB is not subject to the transfer restriction under Art. 301 AktG in conjunction with Art. 268 par. 8 HGB. § 268 para. 8 HGB. Should the legislator or the tax authorities adopt a different provision, the agreement shall be amended accordingly.

(3) The claim to profit transfer shall arise at the end of the financial year. It shall be due and payable as of that date. Advance transfers during the year are permissible.

§ 2

Loss absorption

(1) The provisions of § 302 of the German Stock Corporation Act (AktG), as amended, shall apply mutatis mutandis.

(2) The claim for loss compensation shall arise at the end of the fiscal year. It shall be due and payable as of that date. Partial offsetting during the year is permissible.

§ 3

Commencement, Duration, Effectiveness

(1) This Agreement shall require the approval of the General Meeting of EUZ and the Shareholders' Meeting of PTP in order to become effective.

(2) The agreement shall become effective upon its entry in the Commercial Register at the registered office of PTP. When the agreement becomes effective, the provisions of this agreement shall apply retroactively from the beginning of the financial year in which the entry is made in the Commercial Register.

(3) The contract is concluded for an indefinite period. It may be terminated in writing by giving six (6) months' notice to the end of any fiscal year, but no earlier than the end of a minimum term of five (5) years calculated from the beginning of the first year of effectiveness.

(4) The right to premature termination for good cause shall remain unaffected. Good cause

may be deemed to exist in particular in the event of the sale or contribution of the Subsidiary's interest by the Controlling Company, the merger, demerger or liquidation of the Controlling Company or the Subsidiary. The loss of the majority of voting rights in the PTP by the EUZ is also considered an important reason. This list is not exhaustive.

§ 4

Final Provisions

(1) Should individual provisions of this contract be or become invalid or unenforceable, this shall not affect the validity of the remainder of this contract. The invalid or unenforceable agreement shall be replaced by an agreement which comes closest to the economic result of the invalid or unenforceable clause in a permissible manner

(2) Amendments and supplements to this contract must be made in writing. This shall also apply to this written form requirement.

The Company holds 100% of the shares in PTP GmbH at the time of the Annual General Meeting and will continue to do so at the time of the conclusion of the profit and loss transfer agreement.

The Supervisory Board of the Company has approved the conclusion of the profit and loss transfer agreement. The shareholders' meeting of PTP GmbH will also approve the profit and loss transfer agreement.

The profit and loss transfer agreement with PTP GmbH shall only become effective with the approval of the General Meeting of the Company and only after its existence has been entered in the Commercial Register at the registered office of PTP GmbH.

The Executive Board and Supervisory Board therefore propose that the following resolution be adopted:

The conclusion of the profit and loss transfer agreement between Eckert & Ziegler Strahlen- und Medizintechnik AG and Pentixapharm GmbH in the version of the draft dated March 31, 2022 is approved.

From the date on which the Annual General Meeting is convened, these documents will be available for inspection by shareholders at the Company's offices and, from this date, will be accessible on the Company's website at <https://www.ezag.com/startseite/investoren/hauptversammlung/> in addition to other information and documents relating to the Annual General Meeting:

- the draft profit and loss transfer agreement between the Company and PTP GmbH drawn up on 31.03.2022,
- the annual financial statements and the management reports of the contracting companies for the last three financial years, namely:
 - the adopted annual financial statements and the management report for the Company, as well as the approved consolidated financial statements and the consolidated management report, in each case as of December 31, 2019,
 - the adopted annual financial statements and the management report for the Company as well as the approved consolidated financial statements and the Group management report, in each case as of December 31, 2020,
 - the adopted annual financial statements and management report for the Company and the approved consolidated financial statements and Group management report, in each case as of December 31, 2021
 - the approved annual financial statements of PTP GmbH as of December 31, 2019,
 - the approved annual financial statements of PTP GmbH for the year ending December 31, 2020,

- the adopted annual financial statements of PTP GmbH for the year ending December 31, 2021,
- the joint written report of the Board of Management of the company and the managing directors of PTP GmbH on the profit and loss transfer agreement, prepared in accordance with Section 293 (1) sentence 1 of the German Stock Corporation Act (AktG).

Upon request, a copy of the aforementioned documents will be sent to each shareholder without delay and free of charge. Please direct such requests to the following address:

Eckert & Ziegler Strahlen- und Medizintechnik AG
Investor Relations
Robert-Rössle-Str. 10
13125 Berlin
Telefax: +49 (0)30 94 10 84-112
E-Mail: ir@ezag.de

The aforementioned documents will also be available at the Annual General Meeting.

11. Election of a Supervisory Board member

Due to the expiry of the term of Mr. Albert Rupprecht, a new member is to be elected for the Supervisory Board.

In accordance with Section 96 (1) of the German Stock Corporation Act (AktG), the Supervisory Board is composed exclusively of members appointed by the shareholders. In accordance with the Articles of Association, it consists of six members, whereby Eckert Wagniskapital und Frühphasenfinanzierung GmbH (Panketal) is granted the right to delegate two members to the Supervisory Board as long as it is a shareholder of the company.

The Annual General Meeting is not bound by election proposals. The following election proposal considers the objectives specified by the Supervisory Board for its composition.

The Supervisory Board proposes that, with effect from the end of the Annual General Meeting on June 1, 2022, for the period until the end of the Annual General Meeting that resolves on the ratification of the acts of the Supervisory Board for the fiscal year 2026.

To elect Mr. Albert Rupprecht, Member of the German Bundestag, Spokesman for Education and Research Policy of the CDU/CSU Parliamentary Group in the German Bundestag, residing in Waldthurn, as a member of the Company's Supervisory Board.

Mr. Albert Rupprecht does not currently hold any offices on other statutory supervisory boards or comparable domestic or foreign boards of business enterprises.

Under Item III of this invitation, a curriculum vitae is attached to this election proposal, providing information on relevant knowledge, skills and professional experience of Mr. Albert Rupprecht.

12. Election of deputy members for the Supervisory Board

The Supervisory Board proposes,

a) Paola Eckert-Palvarini, Physicist, Berlin

to be elected as a deputy member of the Supervisory Board in the event that Mr. Rupprecht leaves the Supervisory Board before the end of his term of office.

Ms. Eckert-Palvarini does not currently hold any offices on other statutory supervisory boards or comparable domestic or foreign boards of business enterprises.

b) Anna Steeger, Businessmen, Hamburg

to be elected as a deputy member of the Supervisory Board in the event that Mr. Rupprecht leaves the Supervisory Board before the end of his term of office.

Ms. Steeger does not currently hold any offices on other statutory supervisory boards or comparable domestic or foreign boards of business enterprises.

c) Susanne Becker, Attorney, Hohen-Neuendorf

to be elected as a deputy member of the Supervisory Board in the event that Mr. Rupprecht leaves the Supervisory Board before the end of his term of office.

Ms. Becker does not currently hold any offices on other statutory supervisory boards or comparable domestic or foreign boards of business enterprises.

d) Elke Middelstaedt, Businesswomen, Zepernick

to be elected as a deputy member of the Supervisory Board in the event that Mr. Rupprecht leaves the Supervisory Board before the end of his term of office.

Ms. Middelstaedt does not currently hold any offices on other statutory supervisory boards or comparable domestic or foreign boards of business enterprises.

The proposed deputy members shall, if elected, join the Supervisory Board in the order specified in this proposed resolution in the event of the retirement of the Supervisory Board member to be elected in accordance with item 11. It is intended to conduct the elections of the deputy members by way of list election. The Supervisory Board has satisfied itself that all candidates are able to devote the expected amount of time.

II. Remuneration report for the financial year 2021 pursuant to § 162 (1) AktG (agenda item 6)

Remuneration Report

Main features of the remuneration system

This remuneration report shows the remuneration system previously used. As of 2022 a new remuneration system has been introduced and implemented in the Executive Board contracts. The existing contracts are protected under § 26 j of the Introductory Act to the Stock Corporation Act (EgAktG).

The Executive Board remuneration system is designed to provide an incentive for the long-term successful development of the Company. A key aspect of the remuneration system is that, in addition to fixed compensation components, variable compensation components with a multi-year assessment basis are also agreed, so that the members of the Executive Board participate appropriately in both positive and negative developments.

The area of responsibility and the individual performance of the respective members of the Executive Board are of particular importance when it comes to determining total remuneration and the split between various remuneration components. Furthermore, the financial position, success and future outlook of the company are also included in this evaluation. Ultimately, remuneration should also be attractive and appropriate compared with the customary remuneration at competitors and within the context of the remuneration structure at Eckert & Ziegler, with regard to both the upper management level and the total workforce.

The Supervisory Board determines the total remuneration of the individual members of the Executive Board as well as the remuneration structure for a period of several years and performs regular reviews. The aim is a remuneration structure that is geared towards sustainable company development. In accordance with the German Act on the Appropriateness of Management Board Remuneration (VorstAG), the contracts with members of the Executive Board were amended with effect from the 2011 financial year, establishing a multi-year assessment basis for calculating variable remuneration components and limits. Moreover, an option was introduced to limit Executive Board remuneration to a reasonable amount if and for as long as the economic situation of the company deteriorates. Fixed remuneration components are paid monthly as salary on a pro-rata basis. The members of the Executive Board also receive additional benefits in kind, which essentially consist of use of a company car, a telephone and insurance premiums. As a rule, these are equally available to all members of the Executive Board. The extent of fringe benefits, however, may vary depending on the individual member's situation. As part of the overall remuneration of the members of the Executive Board, these benefits are subject to taxes.

Profit-sharing bonuses are variable remuneration components and are usually measured on a multi-year basis. This is based on a percentage of cumulative EBIT or net profit generated in the direct area of responsibility, observed over a defined period of multiple years. Partial payments are made annually after approval of the annual financial statements; final settlement is made at the end of the defined period. It is also possible to agree on variable remuneration elements that are based only on an annual evaluation of successes and thus either on the achievement of specific targets or on a percentage share of annual profit. The variable components are subject to upper limits in terms of amount. In fiscal year 2021, no use was made of the option to reclaim variable compensation components.

No severance payments have been agreed on in the event of premature or regular termination of a member's term on the Executive Board. However, post-contractual non-competition clauses were agreed for Dr. Hasselmann and Dr. Helmke, according to which 50% of their average monthly compensation over the last year is to be paid over a period of one year after

termination of the employment relationship as compensation for the prohibition of employment in the industry.

The members of the Supervisory Board receive a fixed annual remuneration of € 18,000. The Chairman receives a fixed annual remuneration of € 36,000 and the Deputy Chairman, € 24,000. Since July 1st, 2021, the members of the remuneration committee received an additional fixed annual remuneration of € 5,000. An audit committee was established effective June 2nd, 2021. The Chairman of the audit committee receives additional fixed annual remuneration of € 16,000 for his activities, while the other members each receive a fixed amount of € 8,000 for their committee activities.

If membership of the Supervisory Board or its committees does not last a complete fiscal year, the respective member shall receive the remuneration on a pro rata temporis basis.

In addition to fixed annual remuneration, members of the Supervisory Board receive € 1,000 for each meeting they attend. The remuneration of the Supervisory Board is always paid in the following year.

The following table shows the compensation granted and owed to each current or former member of the Executive Board and Supervisory Board by the Company and by the companies of the same Group. Remuneration is granted if it actually accrues to the board member and is therefore transferred to his or her assets. Remuneration is owed if the Company has a legal obligation to the board member that is due but not yet fulfilled. If such compensation is not yet due, it is a promised compensation.

Total remuneration of the Executive Board

The following table shows the total remuneration and the remuneration components of the Executive Board members:

Information on the Total Remuneration and Remuneration Components								
Name of the Member, Position	Fixed Remuneration Components in €		Variable Remuneration Components in €		Pension Expense in €	Total Remuneration in €	Relative Share of Variable Remuneration in Total Remuneration in %	Relative Share of Fixed Remuneration in Total Remuneration in %
	Base Salary	Other Ancillary benefits	Short-term (≤ 1 Y.)	Long-term (> 1 Y.)				
Dr. Andreas Eckert, Chairman of the Executive Board	300.000	40.752		3.263.518		3.604.270	90,55	9,45
Dr. Harald Hasselman, Executive Board Member	216.360	42.195		250.000		508.555	49,16	50,84
Dr. Lutz Helmke, Executive Board Member	210.000	42.395		200.000	1.800	454.195	44,03	55,57

Under the terms of his contract, the Chairman of the Executive Board, Dr. Andreas Eckert, was granted share-based remuneration in addition to the agreed fixed salary, which was earned over several years and accrued to him in 2021. This share-based remuneration amounts to € 2,763,518 and is included in Dr. Eckert's long-term variable remuneration.

Dr. Helmke has concluded a company pension contract with Allianz Lebensversicherungs AG via the group contract of Eckert & Ziegler AG, using the implementation method of a direct insurance policy with deferred compensation. The payments made to the insurance company by Dr. Helmke (monthly deferred compensation amounting to € 370) are included in his basic salary. Eckert & Ziegler AG subsidizes this insurance premium with a monthly payment of € 150 (€ 1,800 per year).

Dr. Edgar Löffler is a former member of the Executive Board. Following his retirement in 2016, he receives monthly pension payments from a provident fund. In fiscal year 2021, his pension benefits amounted to €55,017.86. As the claim to benefits from the company pension scheme in the implementation mode of a provident fund is directed against the employer, Dr. Löffler's pension payments are first transferred to Eckert & Ziegler AG and then paid to Dr. Löffler after deduction of income tax.

The long-term development of the Company is ensured by structuring the variable compensation in the form of participation in Group EBIT for the Chairman of the Executive Board and in Group net income excluding the contribution of the segment for which the respective Executive Board member is responsible, as well as in net income of the segment for which the respective Executive Board member is responsible for the other Executive Board members.

In agreement with the Supervisory Board, Dr. Hasselmann and Dr. Helmke receive their remuneration for their Executive Board activities from the subsidiaries Eckert & Ziegler BEBIG GmbH and Eckert & Ziegler Radiopharma GmbH respectively. Eckert & Ziegler BEBIG GmbH and Eckert & Ziegler Radiopharma GmbH are third parties within the meaning of Section 162 (2) No. 1 of the German Stock Corporation Act (AktG). The compensation granted to Dr. Hasselmann and Dr. Helmke by third parties can be seen in the above table. The compensation promised to Dr. Hasselmann and Dr. Helmke by third parties amounts to €250,000 and €300,000 and includes the advance payment for the long-term variable compensation for fiscal year 2021.

Due to the good economic situation of the company, the Supervisory Board saw no need to reduce the remuneration of the Executive Board.

The following table contains information on the applied performance criteria. In the legacy contracts, no target values had yet been set for the performance criteria used to measure variable remuneration; only maximum amounts for the variable remuneration components were agreed. In 2021, the variable remuneration achieved in 2020 was paid out. As the variable remuneration measured in 2020 was higher than the maximum possible down payment, the maximum remuneration was paid to the Executive Board members in each case.

Starting 2022, the performance criteria will be adjusted in connection with the new Executive Board contracts. The target achievement values in the following table (maximum amount) will be paid out in 2022.

Information on the applied Performance Criteria					
Name of the Member, Position	Description of the Performance Criteria	Relative Weighting of the Performance Criteria	Information on the Performance Targets		Target Achievement Value in €
			a) Minimum Target	a) Target Value	a) Measured Performance
			b) Corresponding Remuneration	b) Corresponding Remuneration	b) Corresponding Remuneration
Dr. Andreas Eckert Chairman of the Executive Board	Since 2011, the long-term variable remuneration consists of a percentage share in the Group's EBIT accumulated over a five-year period (subsequently three-year periods) amounting to 1.67%. An annual installment is paid on the long-term variable compensation. The long-term variable remuneration is limited to a total of €2.5 million (for 5 years) and €1.5 million (for 3 years). The annual progress payment may not exceed €500 thousand. The new three-year period started in fiscal 2019 and ends in 2021. The Group's EBIT for fiscal year 2021 amounts to €47.45 million.	100%	a) The minimum target along with the corresponding remuneration was not specified.	a) Target value along with the corresponding remuneration was not set	a) 792.415
			b) 500.000	b) 500.000	b) 500.000
Dr. Harald Hasselmann Member of the Executive Board	The long-term variable remuneration consists of two parts: A) percentage participation in the average net income of the Therapy segment, calculated for each of the last three financial years at a rate of 2%. An annual installment payment is made on the long-term variable remuneration. The annual advance payment may not exceed €150 thousand. The new three-year period began in the 2020 financial year. The average net income of the Therapy segment in fiscal year 2021 is €8.9 million.	60%	a) The minimum target along with the corresponding remuneration was not specified. b) 150.000	a) Target value along with the corresponding remuneration was not set b) 150.000	a) 178.000 b) 150.000
	B) percentage share in the average net income of the remaining segments (excluding the Therapy segment), calculated for each of the last three financial years at a rate of 1%. An annual installment is paid on the long-term variable annual installment payment is made on the long-term variable	40%	a) The minimum target along with the corresponding remuneration was not specified. b) 100.000	a) Target value along with the corresponding remuneration was not set b) 100.000	a) 203.500 b) 100.000

	compensation. The annual installment payment may not exceed €100 thousand. The new three-year period began in fiscal 2020. The average consolidated net income excluding the Therapy segment in the financial year 2021 is €20.35 million.				
Dr. Lutz Helmke Member of the Executive Board	The long-term variable remuneration consists of two parts: A) percentage participation in the net income of the Radiopharma segment accumulated over a three-year period (2019-2021), amounting to 2%. An annual down payment is made on the long-term variable compensation. The annual down payment may not exceed €250 thousand. The net income for the Radiopharma segment in fiscal year 2021 amounts to €13.96 million.	83,33%	a) The minimum target along with the corresponding remuneration was not specified. b) 250.000	a) Target value along with the corresponding remuneration was not set b) 250.000	a) 279.160 b) 250.000
	B) percentage participation in the net income of the remaining segments (excluding the Radiopharma segment) accumulated over a three-year period (2019-2021) in the amount of 0.5%. An annual advance payment is made on the long-term variable remuneration. The annual advance payment may not exceed €50 thousand. The net income for the remaining segments in fiscal year 2021 amounts to € 20.57 million.	16,67%	a) The minimum target along with the corresponding remuneration was not specified. b) 50.000	a) Target value along with the corresponding remuneration was not set b) 50.000	a) 102.845 b) 50.000

The vertical comparison pursuant to Section 162 (1) sentence 2 no. 2 AktG is presented below. In the fiscal year 2021, only one annual change is reported for all three comparative figures (remuneration of board members, earnings performance of the company and average remuneration of employees). The vertical comparison for all three variables will be built up successively over a five-year period from 2021 to 2025.

Disclosure on the Comparison of Remuneration pursuant to Sec. 162 (1) Sentence 2 No. 2 AktG	
Change from previous year in %	2020/2021
Change in Remuneration of Members of Governing Bodies	
Dr. Andreas Eckert, Chairman of the Executive Board	329,19
Dr. Harald Hasselmann, Member of the Executive Board	35,72
Dr. Lutz Helmke, Member of the Executive Board	0,21
Prof. Dr. Wolfgang Maennig, Chairman of the Supervisory Board	2,50

Prof. Dr. Helmut Grothe, Vice Chairman of the Supervisory Board	3,45
Albert Rupprecht, Member of the Supervisory Board	31,25
Dr. Edgar Löffler, Member of the Supervisory Board	41,18
Jutta Ludwig, Member of the Supervisory Board	23,53
Frank Perschmann, Member Supervisory Board (since 29.05.2019)	166,67
Revenue Development of the Corporation	
Net Income EZAG according to HGB (stand alone)	30,19
Net Income E&Z Group	50,88
EBIT E&Z Group	40,85
Average Remuneration of Employees	
Employees of the German Companies	3,87

The share-based remuneration already described above, which Dr. Eckert earned over several years, leads to a one-time special effect regarding the rate of change. With regard to the development of the Company's earnings, in addition to the legally required key figure "net income," we also report on consolidated net income and consolidated EBIT, because these performance criteria form the basis for measuring the variable remuneration of the members of the Executive Board.

The following table shows the shares promised and granted to Dr. Eckert:

Information on the Shares Granted or Promised				
Name of the Member, Position	Information on FY 2021			
	Opening Balance	Change		Closing Balance
	Shares promised at the beginning of the FY	Shares promised in the FY	Shares granted in the FY	Shares granted or promised at the end of the FY
	Dr. Andreas Eckert Chairman of the Executive Board	19.200 shares.	9.600 shares.	28.800 shares

Total remuneration of the Supervisory Board

The following table contains details of the remuneration granted and owed to current Supervisory Board members in 2021. The remuneration granted relates to Supervisory Board activities in the 2020 financial year.

Information on Remuneration Granted and Owed to Current and Former Members of the Supervisory Board					
	Fixed Remuneration Components in €	Variable Remuneration Components in €	Total Remuneration in €	Relative Share of Variable Remuneration in Total Remuneration in %	Relative Share of Fixed Remuneration in Total Remuneration in %

The English translation is for information purposes only. The legally binding document is the German version.

Members of the Supervisory Board	Fixed Remuneration	Attendance Fee	Committee Activities			
Prof. Dr. Wolfgang Maennig (Chairman)	36.000	5.000		41.000	0%	100%
Prof. Dr. Helmut Grothe (Vice Chairman)	24.000	6.000		30.000	0%	100%
Albert Rupprecht	15.000	6.000		21.000	0%	100%
Dr. Edgar Löffler	15.000	6.000	3.000	24.000	13%	88%
Jutta Ludwig	15.000	6.000		21.000	0%	100%
Frank Perschmann	15.000	6.000	3.000	24.000	13%	88%
Total	120.000		6.000	161.000		

The remuneration committee of the Supervisory Board consists of Dr. Edgar Löffler and Mr. Frank Perschmann. In addition to the remuneration committee, the Supervisory Board has established an audit committee in 2021. The members of this committee are Prof. Dr. Helmut Grothe, Mr. Albert Rupprecht, Dr. Edgar Löffler and Mr. Frank Perschmann. The need to form further committees, in particular a nomination committee, is not considered to be a priority by the Supervisory Board due to the small number of Supervisory Board members and the company's specific circumstances. All the duties of these committees are therefore performed by the Supervisory Board as a whole.

Auditor's Report

To Eckert & Ziegler Strahlen- und Medizintechnik AG, Berlin

Audit Opinion

We have formally audited the remuneration report of Eckert & Ziegler Strahlen- und Medizintechnik AG, Berlin, for the fiscal year from January 1 to December 31, 2021, to determine whether the disclosures pursuant to Section 162 (1) and (2) AktG have been made. In accordance with Section 162 (3) AktG, we have not audited the content of the remuneration report.

According to our assessment, the accompanying remuneration report complies, in all essential aspects, with the disclosures pursuant to § 162 (1) and (2) AktG. Our audit opinion does not cover the content of the compensation report.

Basis for the Audit Opinions

We conducted our audit of the remuneration report in accordance with Section 162 (3) AktG and IDW Auditing Standard: The Audit of the remuneration report in accordance with Section 162 (3) AktG (IDW PS 870). Our responsibility under that provision and standard is further described in the "Auditor's Responsibility" section of our report. As an auditing practice, we have complied with the requirements of the IDW Quality Assurance Standard: Requirements for Quality Assurance in the Practice of Public Accountants (IDW QS 1). We have complied

with the professional duties pursuant to the Wirtschaftsprüferordnung (German Auditors' Code) and the professional statutes for auditors/sworn accountants, including the requirements for independence.

Responsibility of the Executive Board and the Supervisory Board

The Executive Board and the Supervisory Board are responsible for the preparation of the remuneration report, including the related disclosures, which complies with the requirements of Section 162 AktG. Furthermore, they are responsible for internal controls they deem necessary to enable the preparation of the remuneration report, including the related disclosures, that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our objective is to obtain reasonable assurance about whether the disclosures pursuant to section 162 (1) and (2) AktG have been made in all material respects in the remuneration report and to express an opinion thereon in an audit report.

We planned and performed our audit to obtain evidence about the formal completeness of the compensation report by comparing the disclosures made in the remuneration report with the disclosures required by Section 162 (1) and (2) AktG. In accordance with Section 162 (3) AktG, we did not verify the accuracy of the disclosures, the completeness of the individual disclosures or the fair presentation of the compensation report.

Dealing with any Misleading Representations

In correlation with our audit, we have a responsibility to read the remuneration report in the light of knowledge obtained in the audit of the financial statements, and to remain alert for indications as to whether the remuneration report contains misleading representations as to the accuracy of the content of the disclosures, the completeness of the content of the individual disclosures, or the fair presentation of the remuneration report.

If, based on the work we have performed, we conclude that such a misleading representation exists, we are required to report that fact. We have nothing to report in this context.

Berlin, 29 March 2022 BDO AG

Wirtschaftsprüfungsgesellschaft

signed Pfeiffer
Wirtschaftsprüfer [Public Auditor]

signed Nekhin
Wirtschaftsprüfer [Public Auditor]

III. Information on the election of the Supervisory Board (agenda item 11)

Albert Rupprecht

Born on 10 June 1968 in Vohenstrauß

Nationality: German

Graduate economist, businessman, Member of the Bundestag

Memberships in other statutory supervisory boards: none

Memberships in comparable domestic and foreign supervisory bodies of business enterprises: none

Albert Rupprecht studied economics at the University of Regensburg from 1989 to 1995.

From 1995 to 2000, he was managing director of two technology- and founder centers. As a management consultant, Mr. Rupprecht managed around 700 mandates from medium-sized companies and advised in particular on commercial issues (financing, accounting, financial planning, etc.).

Since 2000 until today Albert Rupprecht has been working as commercial manager, commercial director and managing director but also as managing partner in different companies. Within the scope of these tasks, Mr. Rupprecht has performed supervisory activities in accounting as well as in the preparation of annual financial statements.

In addition, Mr. Rupprecht has been a member of the Bundestag since 2002. From 2007 to 2009, he was a full member and is currently a deputy member of the Finance Committee of the German Bundestag, which is responsible for accounting, annual financial statements, the German Accounting Law Modernization Act (BilMoG), and the Financial Market Integrity Strengthening Act (FISG). As Chairman of the Supervisory Board of the bank rescue fund Soffin (2008-2009), he was responsible for the supervision and control of the Financial Market Stabilization Fund. In this regard, Mr. Rupprecht was involved in the recapitalization and issuance of guarantees to credit institutions, the review of business plans, financing plans and annual financial statements submitted by affected companies, as well as coordination with tax advisors and auditors. From 2009 to 2021, Albert Rupprecht was also spokesman for research and education in the German Bundestag. This portfolio also includes the area of medical research.

Mr. Rupprecht has been a member of the Supervisory Board since 2017 and a member of the Audit Committee of Eckert & Ziegler AG since 2021.

Due to his professional background, Mr. Rupprecht has extensive expertise in accounting, financial statements, finance, supervision and medical research.

IV. Further information and References

1. Total number of shares and voting rights

At the time the Annual General Meeting was convened, the Company had issued 21,171,932 no-par value bearer shares. Each no-par value share grants one vote at the Annual General Meeting.

At the time the Annual General Meeting was convened, the Company held 415,656 treasury shares, from which, however, the Company is not entitled to any voting rights in accordance with § 71b AktG. At the time the Annual General Meeting is convened, the total number of shares with voting rights is therefore 20,756,276.

2. Requirements for attending the Annual General Meeting and exercising voting rights

Shareholders are entitled to attend the Annual General Meeting and exercise their voting rights if they register for the Annual General Meeting and also provide evidence of their entitlement to attend the Annual General Meeting and exercise their voting rights.

The registration and proof of entitlement must be received by the Company at the following address no later than May 25, 2022, 24:00 hours (CEST):

Eckert & Ziegler Strahlen- und Medizintechnik AG
c/o Computershare Operations Center
80249 München
E-Mail: anmeldestelle@computershare.de

Registration for the Annual General Meeting must be made in text form (§ 126b BGB) in German or English.

For proof of entitlement to attend the Annual General Meeting and exercise voting rights, proof within the meaning of section 67c (3) AktG, i.e. proof of shareholding by the ultimate intermediary in text form (section 126b BGB) in accordance with the requirements of Article 5 of the Implementing Regulation (EU) 2018/1212, shall be sufficient. The proof shall refer to the beginning of the 21st day before the meeting (record date), i.e. to the beginning of May 11, 2022, 0:00 hours (CEST).

The record date is the relevant date for determining shareholder status regarding participation in the Annual General Meeting and the exercise of voting rights. Pursuant to Section 123 (4) sentence 5 AktG, in relation to the Company, for the purposes of attending the Annual General Meeting and exercising voting rights, only those persons shall be deemed to be shareholders who have provided evidence of their shareholder status as of the record date.

Shares are not blocked by registration for the Annual General Meeting. Shareholders can therefore freely dispose of their shares even after registration. However, the shareholding at the record date is decisive for voting rights.

Shareholders are requested to complete the registration forms sent to them via the ultimate intermediary (usually their custodian bank) for admission to the Annual General Meeting and to return them to the ultimate intermediary in good time in accordance with the latter's instructions. The final intermediary will then register and send proof of share ownership to the central registration office of Eckert & Ziegler Strahlen- und Medizintechnik AG named above, which will forward the registration and proof of share ownership to the company. In order to ensure that admission tickets to the Annual General Meeting are received in good time, we ask shareholders to ensure that proof of their shareholding is sent to the Company at the above address in good time.

After timely receipt of the registration and proof of share ownership at the aforementioned central registration office of Eckert & Ziegler Strahlen- und Medizintechnik AG, the admission

tickets to the Annual General Meeting will be sent to the shareholders or their authorized representatives.

Due to the still ongoing COVID 19 pandemic, it is to be expected that on the day of the Annual General Meeting, access to the meeting room will be subject to the fulfillment of infection control requirements. As things stand when the Annual General Meeting is convened, access would in principle only be possible [with appropriate proof of vaccination, recovery or testing (so-called 3G rule)]. In addition, access to the meeting room would only be permitted if an FFP2 mask was worn. The pandemic situation and the relevant requirements may change by the date of the Annual General Meeting. The current status and details can be found at <https://www.ezag.com/startseite/investoren/hauptversammlung/>

3. Procedure for voting by proxy

Shareholders who do not wish to attend the Annual General Meeting in person may have their voting rights exercised by a proxy, e.g. an intermediary, a shareholders' association or another person or institution equivalent to these pursuant to Section 135 (8) of the German Stock Corporation Act (AktG), by issuing a corresponding power of attorney. The following must be observed:

In the case of proxy authorization, timely registration and timely proof of share ownership are also required.

The granting of the proxy, its revocation and the proof of authorization vis-à-vis the Company must be in text form.

When authorizing an intermediary, a shareholders' association or another person or institution equivalent to these pursuant to Section 135 (8) AktG, special features must generally be considered, which must be enquired about with the respective proxy. We therefore ask shareholders who wish to authorize an intermediary, a shareholders' association or another person or institution equivalent to these pursuant to Section 135 (8) AktG to exercise their voting rights to consult with the person to be authorized about the form of the proxy.

Evidence of the appointment of a proxy may be submitted to the Company by mail, by fax or electronically as follows:

Eckert & Ziegler Strahlen- und Medizintechnik AG
c/o Computershare Operations Center
80249 München
Telefax: +49 89 30903-74675
E-Mail: anmeldestelle@computershare.de

If the shareholder authorizes more than one person, the Company may reject one or more of them.

The Company offers its shareholders the opportunity to authorize Company-nominated proxies bound by instructions prior to the Annual General Meeting. If the proxies nominated by the Company are to be authorized, the shareholder must in any case give them instructions on how the voting right is to be exercised. Without instructions, the proxy is invalid and the voting right will not be exercised. The proxies are obliged to vote in accordance with the instructions given to them; they cannot exercise voting rights at their own discretion. Please note that the proxies will not accept any instructions to speak or ask questions or propose motions. The proxies will only exercise voting rights on those agenda items on which they have received express instructions from shareholders.

Those shareholders who wish to grant power of attorney to the proxies nominated by the Company may do so in text form. A form for granting power of attorney and issuing instructions to the designated proxy as well as further details on registration and granting power of attorney are available on the Company's website at

<https://www.ezag.com/startseite/investoren/hauptversammlung/>

In the event that proxies appointed by the Company and bound by instructions are authorized prior to the Annual General Meeting, the power of attorney and instructions must be submitted in text form by the end of the day (24:00 hours (CEST)) on May 31, 2022 (receipt) to the following address

Eckert & Ziegler Strahlen- und Medizintechnik AG
c/o Computershare Operations Center
80249 München
Telefax: +49 89 30903-74675
E-Mail: anmeldestelle@computershare.de

4. Supplementary information on the exercise of voting rights

Should voting rights be granted in due time by several means (letter, e-mail, or pursuant to Section 67c (1) and (2) sentence 3 AktG in conjunction with Article 2 (1) and (3) and Article 9 (4) of the Implementing Regulation ((EU) 2018/1212)) proxy and, if applicable, voting instructions, these shall be considered in the following order instructions are issued, these will be taken into account in the following order, irrespective of the time of receipt: 1. in accordance with section 67c (1) and (2) sentence 3 AktG in conjunction with Article 2 (1) and (3) and Article 9 (4) of the Implementing Regulation ((EU) 2018/1212), 2. by e-mail, 3. by fax, and 4. by letter, 6.

If several authorizations and instructions are received in due time by the same means of transmission, the last declaration received shall be binding. If several proxies and instructions are received within the same period of time, the most recent declaration received shall be binding. A later vote as such shall not be deemed to be a revocation of an earlier vote. The last revocation of a declaration received in due time shall be decisive.

If declarations with more than one form of exercising voting rights are received via the same channel, the following applies: Proxy and instructions to the Company's proxies take precedence over the granting of proxy and instructions to an intermediary, a shareholders' association, a voting rights advisor pursuant to Section 134a AktG and a person equivalent to these pursuant to Section 135 (8) AktG.

If an intermediary, a shareholders' association, a voting rights advisor pursuant to Section 134a AktG and a person equivalent to these pursuant to Section 135 (8) AktG are not prepared to represent the Company, the Company's proxies shall be authorized to represent the Company in accordance with the instructions.

The votes cast by proxy and, if applicable, instructions on agenda item 2 (appropriation of net income) shall remain valid even in the event of an adjustment to the proposal for the appropriation of net income as a result of a change in the number of shares carrying dividend rights.

Sollte zu einem Tagesordnungspunkt statt einer Sammel- eine Einzelabstimmung durchgeführt werden, so gilt die zu diesem Tagesordnungspunkt die abgegebene Weisung entsprechend für jeden Punkt der Einzelabstimmung.

5. Further information on the vote (according to table 3 of the EU-DVO)

Shareholders and their proxies have the option of exercising their voting rights by postal vote or by authorizing the proxies nominated by the Company as specified above in point 3. No resolution is proposed under agenda item 1 and therefore no vote is planned (for explanation see there). The votes provided for agenda items 2 to 5 and 8 to 12 are of a binding nature,

those on agenda item 6 and 7 are of a recommendatory nature. Shareholders may vote "Yes" (in favor) or "No" (against) or abstain (from voting) on all votes.

6. Requests for additions to the agenda

Shareholders whose shares together amount to one-twentieth of the capital stock or the pro rata amount of EUR 500,000.00 may, in accordance with Section 122 (2) AktG, request that items be placed on the agenda and published. Each new item must be accompanied by a statement of reasons or a draft resolution. The request must be addressed in writing to the Executive Board of the Company and must be received by the Company at least 30 days prior to the Annual General Meeting, not including the day of receipt, i.e. no later than May 1, 2022, 24:00 hours (CEST).

We request that requests for additions be sent to the following address:

Eckert & Ziegler Strahlen- und Medizintechnik AG
Vorstand
Robert-Rössle-Str. 10
13125 Berlin
Germany

The applicants must prove that they have held the shares for at least 90 days prior to the date of receipt of the request and that they will hold the shares until the Executive Board has decided on the request.

Additions to the agenda will be published in the Federal Gazette without delay after receipt of the request and forwarded for publication to media which can be expected to disseminate the information throughout the European Union. They will also be communicated to shareholders on the internet at <https://www.ezag.com/startseite/investoren/hauptversammlung/> and in other statutory ways.

7. Countermotions and election proposals by shareholders

Shareholders may submit countermotions to a proposal by the management on a specific item on the agenda (section 126 (1) AktG) and proposals for the election of Supervisory Board members and auditors (section 127 AktG).

Countermotions pursuant to Section 126 AktG which are sent to the Company, including a statement of grounds, at least 14 days prior to the Annual General Meeting, i.e. by midnight (CEST) on May 17, 2022, to the address listed below shall be made available on the Company's website, stating the name of the shareholder, the statement of grounds and any statement by the management. A countermotion and its grounds need not be made available by the Company if one of the grounds for exclusion pursuant to Section 126 (2) AktG applies. The statement of grounds need not be made available if it exceeds a total of 5,000 characters. The provisions of § 126 AktG described above shall apply mutatis mutandis to election proposals pursuant to § 127 AktG. However, an election proposal does not require a statement of grounds. The management need not make an election proposal accessible beyond the reasons stated in § 126 (2) AktG if it does not contain the name, occupation and place of residence of the candidate and, in the case of candidates for the Supervisory Board, information on their memberships of other statutory supervisory boards or comparable domestic and foreign supervisory bodies of business enterprises.

Countermotions or nominations pursuant to Arts. 126(1) and 127 AktG must be sent exclusively to the following address:

Eckert & Ziegler Strahlen- und Medizintechnik AG
Investor Relations
Robert-Rössle-Str. 10
13125 Berlin
Telefax: +49 (0)30 94 10 84-112

E-Mail: ir@ezag.de

Counter motions and election proposals from shareholders to be made accessible will be published on the internet at

<https://www.ezag.com/startseite/investoren/hauptversammlung/>

provided they have been received in good time by the Company at the above address.

8. Right to information

Pursuant to Section 131 (1) of the German Stock Corporation Act (AktG), each shareholder shall, upon request, be provided at the Annual General Meeting with information by the Executive Board on the affairs of the Company, on the legal and business relations of the Company with affiliated companies, and on the situation of the Group and the companies included in the consolidated financial statements, to the extent that such information is necessary for a proper evaluation of the item on the agenda.

9. Publications on the company's website

The information to be made available on the Company's website in accordance with Section 124a AktG, in particular the content of the notice of the Annual General Meeting and the documents to be made available to the Annual General Meeting, shareholder motions and other information, is available on the Company's website at

<https://www.ezag.com/startseite/investoren/hauptversammlung/>

The Company also publishes the voting results after the Annual General Meeting. The results of the voting will also be published there after the Annual General Meeting.

10. UTC times (according to table 3 EU-DVO)

All time information in the convocation is given in Central European Time (CEST), which is authoritative for Germany. With regard to the coordinated universal time (UTC), this corresponds to the ratio UTC = CEST minus two hours.

11. Privacy Information

The Company processes personal data (name, address, e-mail address, number of shares, class of shares, type of ownership of the shares and number of the registration confirmation) on the basis of the applicable data protection laws in order to enable shareholders and their representatives to participate in the Annual General Meeting and to exercise their rights in the context of the Annual General Meeting. The Company is the controller for the processing. The legal basis for the processing is Art. 6 (1) sentence 1 lit. c DSGVO. For the purpose of organizing the Annual General Meeting, the Company engages various service providers. These only receive personal data from the Company which is required for the execution of the commissioned service. The service providers process this data exclusively in accordance with the instructions of the Company. In addition, personal data is made available to shareholders and shareholder representatives in connection with the Annual General Meeting within the framework of the statutory provisions, namely via the list of participants. The personal data will be stored within the framework of the statutory obligations and subsequently deleted. Subject to the statutory requirements, you have the right to information, rectification, restriction, objection and deletion regarding the processing of your personal data at any time, as well as a right to data transfer in accordance with Chapter III of the DSGVO. You can assert these rights against the company free of charge via the e-mail address datenschutz@ezag.de or via the following contact details:

Eckert & Ziegler Strahlen- und Medizintechnik AG
- Data Privacy Officer -
Robert-Rössle-Str. 10

13125 Berlin
E-Mail: datenschutz@ezag.de

In addition, you have a right of appeal to the data protection supervisory authorities in accordance with Art. 77 DSGVO.

You can reach our company data protection officer at:

Eckert & Ziegler Strahlen- und Medizintechnik AG
- Data Privacy Officer -
Robert-Rössle-Str. 10
13125 Berlin
E-Mail: datenschutz@ezag.de

Berlin, April 2022
Eckert & Ziegler Strahlen- und Medizintechnik AG
The Board of Management

Note:

For the sole purpose of better readability, this invitation does not use gender-specific notation. All personal designations and terms are to be understood as gender-neutral for the purpose of equal treatment.

Information according to the Commission Implementing Regulation (EU) 2018/1212

A1	Unique identifier of the event	Annual General Meeting of Eckert & Ziegler Strahlen- und Medizintechnik AG Formal specification according to DVO: 80e5cd107baeec11812d005056888925
A2	Type of message	Invitation to the Annual General Meeting Formal specification according to DVO: NEWM
B1	ISIN	DE0005659700
B2	Name of Issuer	Eckert & Ziegler Strahlen- und Medizintechnik AG
C1	Date of the Annual General Meeting	01.06.2022 Formal specification according to DVO: 20220601
C2	Time of the Annual General Meeting	11:00 AM MESZ Formal specification according to DVO: 9:00 AM UTC

C3	Type of Annual General Meeting	Annual General Meeting Formal specification according to DVO: GMET
C4	Location of the Annual General Meeting	In Max Delbrück Communications Center (MDC.C) on Campus Berlin-Buch, Robert-Rössle-Str. 10, 13125 Berlin
C5	Recording date	11.05.2022, 12:00 AM (MESZ) (Record date) Formal specification according to DVO: 20220510
C6	Uniform Resource Locator (URL)	https://www.ezag.com/startseite/investoren/hauptversammlung/
D2	Deadline for Participation	25.05.2022, 12:00 AM (MESZ) Formal specification according to DVO: 20220525, 10:00 PM (UTC)