

Eckert & Ziegler Strahlen- und Medizintechnik AG, Berlin

ISIN: DE0005659700

We hereby invite our shareholders to our Annual General Meeting 2023. This will take place on Wednesday, June 7, 2023, at 10:30 a.m. (CEST) at the Max Delbrück Communications Center (MDC.C) on the Berlin-Buch campus, Robert-Rössle-Str.10, D-13125 Berlin.

I. Agenda

1. Presentation of the approved annual financial statements and the management report of Eckert & Ziegler Strahlen- und Medizintechnik AG, the approved consolidated financial statements and the Group management report as of December 31, 2022, the report of the Supervisory Board, and the explanatory report of the Executive Board on the disclosures pursuant to § 289a, § 315a of the German Commercial Code (HGB) for the fiscal year 2022

The documents to be submitted for this agenda item can be viewed on the internet at <https://www.ezag.com/de/startseite/investoren/hauptversammlung/>. They will be explained at the Annual General Meeting by the Executive Board - and as far as the report of the Supervisory Board is concerned - by the Chairman of the Supervisory Board. As the Supervisory Board has already approved both the annual financial statements and the consolidated financial statements and the annual financial statements are thus adopted, 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 18,905,458.27 reported in the Company's annual financial statements as of December 31, 2022, be appropriated as follows:

Distribution of a dividend of Euro 0.50 per dividend-bearing share: Euro 10,405,963.00.

Transfer of the remaining amount to retained earnings: Euro 8,499,495.27.

The aforementioned total dividend and the remaining amount to be transferred to retained earnings are based on the dividend-bearing capital stock of EUR 20,811,926 divided into 20,811,926 no-par value shares existing at the time of the convening of the Annual General Meeting. The 360,006 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 proposed resolution 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 12, 2023.

3. Resolution on ratification of Board of Management members' actions in financial year 2022

The Executive Board and the Supervisory Board propose that the actions of the members of the Executive Board holding office in the fiscal year 2022 be approved.

4. Resolution on ratification of Supervisory Board members' actions in financial year 2022

The Executive Board and the Supervisory Board propose that the acts of the members of the Supervisory Board holding office in the fiscal year 2022 be ratified.

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 2023

The Supervisory Board proposes - based on a corresponding recommendation of the Audit Committee - that Mazars GmbH & Co. KG Wirtschaftsprüfungsgesellschaft Steuerberatungsgesellschaft, Alt-Moabit 2, 10557 Berlin, as auditors of the financial statements and consolidated financial statements for the fiscal year 2023.

The Supervisory Board also proposes that Mazars GmbH & Co. KG Wirtschaftsprüfungsgesellschaft Steuerberatungsgesellschaft, Alt-Moabit 2, 10557 Berlin, as auditor for a possible review of the financial statements and interim management report for the first half of the 2023 financial year and of other interim (condensed) financial statements and interim management reports for the 2023 financial year and of the interim condensed financial statements and interim management report for the first quarter of 2024, if and to the extent that they are subject to such a review.

The recommendation of the Audit Committee was preceded by a selection process conducted in accordance with § 16 of Regulation (EU) No. 537/2014 (EU Auditors Regulation). Subsequently, the Audit Committee recommended to the Supervisory Board, stating its reasons, that Mazars GmbH & Co. KG Wirtschaftsprüfungsgesellschaft Steuerberatungsgesellschaft, Alt-Moabit 2, 10557 Berlin, and Grant Thornton AG Wirtschaftsprüfungsgesellschaft, Cicerostraße 2, 10709 Berlin, and expressed a reasoned preference for Mazars GmbH & Co. KG Wirtschaftsprüfungsgesellschaft Steuerberatungsgesellschaft, Alt-Moabit 2, 10557 Berlin.

In its recommendation, the Audit Committee stated that this is free from undue influence by third parties and that no clause restricting the selection options within the meaning of § 16 (6) of the EU Statutory Audit Regulation has been imposed on it.

6. Resolution on the approval of the remuneration report

In accordance with § 162 of the German Stock Corporation Act (AktG), the Executive Board and Supervisory Board have prepared a report on the compensation granted and owed to the members of the Executive Board and Supervisory Board in the financial year 2022, which will be submitted to the Annual General Meeting for approval in accordance with § 120a (4) AktG.

In accordance with § 162 (3) of the German Stock Corporation Act (AktG), the remuneration report was audited by the auditor of Eckert & Ziegler Strahlen- und Medizintechnik AG to determine whether the information required by law in accordance with § 162 (1) and (2) of the German Stock Corporation Act (AktG) was provided and issued with an audit opinion. The remuneration report for fiscal year 2022 and the report on its audit by the auditor can be found under item II. of this invitation, in the annual report for fiscal year 2022 and at https://www.ezag.com/de/startseite/investoren/gute_unternehmensfuehrung/.

The Executive Board and the Supervisory Board propose that the compensation report for the financial year 2022, prepared and audited in accordance with §162 of the German Stock Corporation Act (AktG), be approved.

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

The remuneration of the members of committees of the Supervisory Board of Eckert & Ziegler Strahlen- und Medizintechnik AG was last adjusted in 2022. The proposed adjustment to the remuneration for all Supervisory Board members is intended to take appropriate account of the increased demands on the scope of work and responsibility of the full Supervisory Board as well as the renewed increase in requirements for committee work. In a long-term comparison, the increase in Supervisory Board compensation - measured against Group sales and earnings - also represents an appropriate reflection of the Group's performance. Taking into account the average compensation of other SDAX-listed companies, the proposed increase in Supervisory Board and committee compensation will also make it possible to attract and retain qualified candidates for Supervisory Board mandates. The Executive Board and Supervisory Board propose that § 11 (1) of the Articles of Association, which governs the amount of the fixed annual compensation and the attendance fee of the Supervisory Board and its committees, be revised as follows:

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

„(1)

Members of the Supervisory Board shall receive a fixed annual remuneration of Euro 25,000.00. The Chairman shall receive Euro 70,000.00, a Deputy Chairman Euro 35,000.00. Members of the Audit Committee shall receive an additional fixed annual remuneration of Euro 9,000.00. The Chairman of the Audit Committee shall receive a fixed annual remuneration of Euro 18,000.00. Members of other committees shall receive an additional fixed annual remuneration of Euro 8,000.00, provided that these committees meet. If the membership does not last a full fiscal year, the respective member shall receive the remuneration pro rata temporis. In addition to the fixed annual remuneration, the members of the Supervisory Board receive an attendance fee of EUR 500.00 for each meeting of the Supervisory Board attended."

8. Resolution on the addition to §12 of the Articles of Association of an authorization for the Executive Board to hold a virtual Annual General Meeting and to amend the Articles of Association accordingly.

As a result of the Act on the Introduction of Virtual Stockholders' Meetings of Stock Corporations and the Amendment of Cooperative and Insolvency and Restructuring Law Provisions (Federal Law Gazette I No. 27 2022, p. 1166 et seq.), the virtual stockholders' meeting has been permanently regulated in the Stock Corporation Act. Pursuant to § 118a (1) sentence 1 AktG, the Articles of Association may provide or authorize the Executive Board to provide that the Annual General Meeting be held as a virtual Annual General Meeting, i.e. without the physical presence of the shareholders or their proxies at the location of the Annual General Meeting. Such an authorization of the Executive Board is to be resolved, whereby use is not to be made of the maximum possible term of five years provided for in the law. Instead, initially only an authorization to hold virtual General Stockholders' Meetings is to be resolved for a period of two years after registration of the amendment to the Articles of Association. For future General Stockholders' Meetings, it is to be decided separately in each case, taking into account the circumstances of the individual case, whether to make use of the authorization and hold a General Stockholders' Meeting as a virtual General Stockholders' Meeting. The Executive Board will make its decisions taking into account the interests of the Company and its shareholders and, in particular, the

protection of shareholders' rights as well as aspects of health protection for those involved, effort and costs, and sustainability considerations.

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

§ 12 of the Articles of Association of the Company shall be supplemented by the following new paragraph 5:

„(5)

The Executive Board is authorized to provide for the General Stockholders' Meeting to be held without the physical presence of the stockholders or their proxies at the location of the General Stockholders' Meeting (virtual General Stockholders' Meeting). The authorization shall apply to the holding of virtual General Stockholders' Meetings within a period of two years after entry of this provision of the Articles of Association in the commercial registers of the Company."

The currently valid Articles of Association are available on the Company's website at https://www.ezag.com/de/startseite/investoren/gute_unternehmensfuehrung/satzung/. They will also be accessible there during the Annual General Meeting. They will also be available there during the Annual General Meeting.

9. Resolution on an amendment to § 13 of the Articles of Association to allow members of the Supervisory Board to attend the Annual General Meeting by way of video and audio transmission and corresponding amendment to the Articles of Association

In principle, the members of the Supervisory Board attend the Annual General Meeting in person. However, under § 118 par. 3 sentence 2 AktG, the Articles of Association may provide for certain cases in which members of the Supervisory Board may participate in the Annual General Meeting by means of video and audio transmission. Use is to be made of this possibility in order to enable participation even in situations where physical presence at the location of the Annual General Meeting would not be possible or would be possible only at considerable expense.

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

§ 13 of the Articles of Association of the Company shall be supplemented by the following new paragraph 7:

„(7)

Members of the Supervisory Board shall, in consultation with the Chairman of the Supervisory Board, be permitted to participate in the Annual General Meeting by means of video and audio transmission in cases where, due to legal restrictions, their residence abroad, their necessary residence at another location in Germany, or due to an unreasonable duration of travel, their physical presence at the location of the Annual General Meeting would not be possible or would only be possible at considerable expense, or if the Annual General Meeting is held as a virtual Annual General Meeting without the physical presence of the shareholders or their proxies at the location of the Annual General Meeting."

The currently valid Articles of Association are available on the Company's website at https://www.ezag.com/de/startseite/investoren/gute_unternehmensfuehrung/satzung/. They will also be accessible there during the Annual General Meeting. They will also be available there during the Annual General Meeting.

10. Election of new Supervisory Board members

Due to the expiry of the terms of office of Prof. Dr. Wolfgang Maennig and Dr. Edgar Löffler, two new members of the Supervisory Board are to be elected.

In accordance with § 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), in accordance with § 9 (2) of the Articles of Association, 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 takes into account the objectives specified by the Supervisory Board for its composition and thus at the same time takes into account the completion of the competence profile developed by the Supervisory Board for the entire body. The Supervisory Board has satisfied itself that all candidates are able to devote the expected amount of time.

The Supervisory Board proposes - based on the recommendation of the Nomination Committee,

10.1 Prof. Dr. Helmut Grothe, Lawyer and University Professor, Wandlitz

10.2 Dr. Edgar Löffler, medical physicist, Berlin

be elected as members of the Supervisory Board with effect from the end of the Annual General Meeting on June 7, 2023 for the period until the end of the Annual General Meeting which resolves on the ratification of the acts of the Supervisory Board for the fourth fiscal year after the beginning of the term of office. The fiscal year in which the term of office begins is not included.

It is intended to have the Annual General Meeting vote on the election of the members of the Supervisory Board by way of individual election.

The aforementioned candidates do not hold any mandates in other statutory supervisory boards or comparable domestic or foreign supervisory bodies of commercial enterprises. The candidate Prof. Dr. Grothe has been delegated as a member of the Supervisory Board by Eckert Wagniskapital und Frühphasenfinanzierung GmbH (Panketal) until the 2023 Annual General Meeting in accordance with § 9 (2) of the Company's Articles of Association.

Further information on the candidates proposed for election, including in each case a curriculum vitae providing information on relevant knowledge, skills and professional experience as well as the main activities performed by the candidates in addition to their Supervisory Board mandate, is attached under III. and is available on the Company's website at https://www.ezag.com/de/startseite/ueber_uns/unternehmensleitung/aufsichtsrat/.

11. Election of deputy members for the Supervisory Board

The Supervisory Board further proposes,

11.1 Susanne Becker, Lawyer, Hohen-Neuendorf

be elected as a substitute member of the Supervisory Board in the event that Prof. Dr. Grothe or Dr. Löffler retire from the Supervisory Board before the end of their respective terms of office.

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

11.2 Elke Middelstaedt, Businesswoman, Zepernick

be elected as a substitute member of the Supervisory Board in the event that Prof. Dr. Grothe or Dr. Löffler retire from the Supervisory Board before the end of their respective terms of office.

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

If elected, the proposed substitute members shall join the Supervisory Board in the order specified in this proposed resolution in the event of the retirement of the Supervisory Board members to be elected in accordance with items 10.1 and 10.2. It is intended to have the Annual General Meeting vote on the election of the substitute members of the Supervisory Board by way of individual election.

The Supervisory Board has satisfied itself that all candidates are able to devote the expected amount of time. Further information on the substitute members proposed for election, including in each case a curriculum vitae providing information on relevant knowledge, skills and professional experience as well as the main activities performed by the candidates in addition to their Supervisory Board mandate, is attached under Item IV.

12. Resolution on the granting of a new authorization to acquire and utilize treasury shares, including authorization to cancel acquired treasury shares and reduce capital, and to exclude subscription rights

The authorization to acquire and use treasury shares resolved by the Annual General Meeting of the Company on May 30, 2018 under agenda item 8 pursuant to § 71 (1) no. 8 AktG expires on May 29, 2023. The Company had made partial use of this authorization. In order to be able to continue to acquire and use treasury shares in the future, the Executive Board is to be authorized again to acquire and use treasury shares in accordance with § 71 (1) no. 8 AktG.

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

- a) The Company is authorized until June 6, 2028 to acquire treasury shares up to a total of 10% of the capital stock existing at the time the resolution is adopted or - if lower - at the time the authorization is exercised. The shares acquired on the basis of this authorization, together with other treasury shares held by the Company or attributable to it in accordance with § 71d and 71e of the German Stock Corporation Act (AktG), may at no time account for more than 10% of the respective capital stock.
- b) The authorization may be exercised in whole or in part, once or several times, in pursuit of one or more purposes by the Company, but also by its Group companies or by third parties for its or their account. The authorization may not be used for the purpose of trading in treasury shares.
- c) At the discretion of the Executive Board, the shares may be purchased on the stock exchange or by means of a public purchase offer to all shareholders or a public invitation to tender.
 - i. If the shares are acquired via the stock exchange, the purchase price per share paid by the Company (excluding incidental acquisition costs) may not be more than 10% higher or 25% lower than the average closing price of the Company's shares in the electronic trading system Exchange Electronic Trading (Xetra) (or a

corresponding successor system) on the Frankfurt Stock Exchange on the five trading days preceding the acquisition.

- ii. If the purchase is made on the basis of a public purchase offer or a public invitation to tender, the purchase price offered and paid for a share (excluding incidental costs) may be up to 20% above or 20% below the highest closing price of the Company's share in the electronic trading system Exchange Electronic Trading (Xetra) (or a corresponding successor system) on the Frankfurt Stock Exchange on the third trading day prior to publication of the purchase offer. The purchase offer or the public invitation to tender such an offer may provide for further conditions. If, after publication of the purchase offer or the public invitation to tender such an offer, there is a not insignificant price deviation from the purchase price offered or from the limits of the price range, if any, the purchase offer may be adjusted; the effective date in this case shall be the day on which the decision of the Executive Board to adjust the offer or the invitation to tender such an offer is published. In the case of a public purchase offer, the Company will make an offer to all shareholders in proportion to their shareholding. The volume of the public purchase offer may be limited. If the total subscription to the offer exceeds this volume or, in the case of an invitation to submit such an offer, not all of several equivalent offers are accepted, the acquisition will be made - to this extent with partial exclusion of any right to tender - in proportion to the shares tendered (tender ratios) instead of in proportion to the participation of the tendering shareholders (participation ratio). Likewise, in order to avoid arithmetical fractions, commercial rounding and preferential consideration of small numbers of up to 100 shares tendered for the acquisition of shares in the Company per shareholder may be provided for, to this extent partially excluding any tender rights of shareholders.
- d) The Executive Board is authorized to use shares in the Company acquired on the basis of this authorization for all purposes permitted by law. In particular, it may sell them on the stock exchange or by means of an offer to all shareholders. In addition, it may also use them in particular, but not exclusively, for the following purposes:
- i. The shares may be redeemed without the redemption or its implementation requiring a further resolution by the Annual General Meeting. They may also be retired in a simplified procedure without a capital reduction by adjusting the proportionate arithmetical amount of the remaining no-par value shares in the Company's capital stock. The redemption may be limited to a portion of the shares acquired. The authorization to retire shares may be exercised more than once. If the shares are retired by simplified procedure, the Executive Board is authorized to adjust the number of no-par value shares in the Articles of Association.
 - ii. The shares may also be sold by means other than sale via the stock exchange or an offer to all shareholders if the shares are sold for cash at a price that is not significantly lower than the arithmetic mean of the XETRA closing prices of shares in the Company on the Frankfurt Stock Exchange on the last five trading days preceding the sale in each case. In this case, the number of shares to be sold which were issued by analogous application of § 186 par. 3 sentence 4 AktG (excluding subscription rights in return for cash contributions close to the stock market price) may not exceed 10% of the capital stock, either at the time the resolution is adopted or at the time the authorization is exercised. Shares issued or sold by direct or analogous application of § 186 (3) sentence 4 AktG during the term of this authorization up to this point in time shall be counted towards this limit. Shares issued during the term of this authorization from authorized capital under exclusion of subscription rights pursuant to § 186 (3) sentence 4 AktG shall also be counted towards this limit.

- iii. The shares may be issued against non-cash contributions, in particular also in connection with the acquisition of companies, parts of companies or equity interests in companies and mergers of companies, as well as for the acquisition of other assets for the expansion of business activities.
 - iv. The shares may be issued to employees of the Company and its affiliated companies as well as to members of the management of affiliated companies and may be used to service rights to acquire or obligations to acquire shares in the Company granted to employees of the Company and its affiliated companies as well as to members of the management of affiliated companies, in particular in connection with share-based payment or participation programs and stock option programs. They may be offered, promised and transferred to such persons for purchase or free of charge, whereby the employment relationship must exist at the time of the offer or promise. The shares may also be granted to members of the Supervisory Board as part of their compensation, to the extent legally permissible in individual cases.
 - v. The treasury shares may be used to meet the Company's obligations arising from conversion rights or conversion obligations under convertible bonds issued by the Company.
- e) The Supervisory Board is authorized to use the treasury shares acquired on the basis of this or a previously granted authorization to service rights to acquire or obligations to acquire shares in the Company granted to members of the Executive Board of the Company in connection with share-based payment or stock option programs.
 - f) The authorizations under d). and e). also cover the use of shares in the Company acquired on the basis of § 71d sentence 5 AktG.
 - g) The authorizations under lit. d). and lit. e). may be exercised once or several times, in whole or in part, individually or jointly. The authorizations under lit. d) ii. to iv. may also be utilized by dependent companies or companies majority-owned by the Company or by third parties acting for their account or for the account of the Company.
 - h) Shareholders' subscription rights to these treasury shares are excluded to the extent that these shares are used in accordance with the above authorization under d) and e). In the event of a sale of treasury shares by means of an offer addressed to all shareholders or the invitation to submit such an offer, the Executive Board is further authorized to exclude shareholders' subscription rights for fractional amounts.
 - i) When the form-changing conversion of the Company into the legal form of a European Company proposed for resolution under agenda item 13 of this Annual General Meeting takes effect, (i) all of the above authorizations under this agenda item 12 in favor of the Executive Board, insofar as they still exist at the time the form-changing conversion takes effect and have not been utilized, will apply in favor of the Executive Board of Eckert & Ziegler SE resulting from the form-changing conversion and (ii) the above authorization in favor of the Supervisory Board under lit. e) of this agenda item 12, insofar as it still exists at the time the conversion of legal form takes effect and has not been utilized, in favor of the Supervisory Board of Eckert & Ziegler SE resulting from the conversion of legal form.

In accordance with Arts. 71(1) no. 8 sentence 5, 186(4) sentence 2 AktG, the Executive Board has submitted a written report on the reasons for the exclusion of the subscription right. The content of the report will be published in accordance with the resolution proposals of the management in this invitation to the Annual General Meeting under section V. It is also available on the Company's website at <https://www.ezag.com/de/startseite/investoren/hauptversammlung/> and will also be accessible there during the Annual General Meeting.

13. Transformation of the Company into a European Company (*Societas Europaea*, SE)

It is intended to convert the Company into a European Company (*Societas Europaea*, SE) by way of a change of legal form pursuant to § 2 para. 4 in conjunction with § 37 of Council Regulation (EC) No. 2157/2001 of October 8, 2001 on the Statute for a European Company (SE) ("SE Regulation").

The Executive Board and the Supervisory Board propose that the following resolution be adopted, whereby, in accordance with § 124 (3) sentence 1 of the German Stock Corporation Act, only the Supervisory Board - based on the recommendation of the Audit Committee - submits the proposal for the appointment of the auditor of the financial statements and the consolidated financial statements for the first fiscal year of the future Eckert & Ziegler SE as well as the auditor for any audit review of financial information during the year to be prepared by the next Annual General Meeting of Eckert & Ziegler SE (§ 9 of the Conversion Plan):

The conversion plan dated March 31, 2023 (document register no. 142/2023 of the notary Uwe Krautzig with the official seat in Berlin) concerning the conversion of Eckert & Ziegler Strahlen- und Medizintechnik AG into a European Company (*Societas Europaea*, SE) is approved; the Articles of Association of Eckert & Ziegler SE attached to the conversion plan as an annex are approved.

The Conversion Plan and the Articles of Association of Eckert & Ziegler SE have the following wording:

Conversion plan

CONVERSION PLAN

on the transformation of the legal form of

Eckert & Ziegler Strahlen- und Medizintechnik AG

- hereinafter also referred „**EZ AG**“ or the „**Company**“ -

into the

Legal form of a Societas Europaea (SE)

- hereinafter also „**EZ SE**“ -

PREAMBLE

EZ AG is a stock corporation under German law with its registered office in Berlin, Germany, registered in the Commercial Register of the Charlottenburg Local Court under HRB 64997 B. EZ AG is the parent company of EZ Group, which is active in the field of medical and isotope technology as well as radiopharmacy and nuclear medicine (the "EZ Group").

The share capital of EZ AG amounts to EUR 21,171,932.00 and is divided into 21,171,932 no-par value bearer shares.

EZ AG shall be converted into a European Company (Societas Europaea) pursuant to § 2 para. 4 in connection with Art. 37 of Council Regulation (EC) No. 2157/2001 of October 8, 2001 on the Statute for a European company (SE) (the "SE Regulation") into a European company (Societas Europaea). The legal form of the SE is a supranational legal form based on European law which is available to a listed company with its registered office in Germany. As such, it promotes the development of an open and international corporate culture.

D The legal form of an SE makes it possible to retain EZ AG's current dualistic management structure with Executive Board and Supervisory Board as well as the existing level of co-determination. The change of legal form to an SE is a further consistent step in the Company's corporate development, following the successful expansion of its international business activities and the strong growth of recent years. The legal form of the SE corresponds to the international orientation of the company.

The registered office of the Company is to remain in Germany.

The Executive Board of EZ AG therefore establishes the following conversion plan:

§ 1 CONVERSION OF EZ AG INTO EZ SE

- 1.1 EZ AG shall be converted into a European Company (Societas Europaea, SE) pursuant to § 2 para. 4 in conjunction with Art. 37 SE-Reg. Art. 37 SE Regulation, EZ AG will be converted into a European Company (Societas Europaea, SE).
- 1.2 EZ AG has had a subsidiary or second-tier subsidiary for more than two years, ISOTREND spol. s.r.o., with its registered office in Prague, Czech Republic, registered in the Commercial Register of the Municipal Court of Prague, Section C, Deposit No. 9464, which it has held through Gamma-Service Recycling GmbH, a wholly-owned subsidiary of Eckert & Ziegler Isotope Products Holdings GmbH, which in turn is a wholly-owned subsidiary of EZ AG, since 25 April 2012. Since April 25, 2012, EZ AG has held, for more than two years, a subsidiary or second-tier subsidiary governed by the laws of another EU Member State, namely the Czech Republic. The necessary prerequisite for a conversion of EZ AG into EZ SE is therefore fulfilled.

- 1.3 The conversion of EZ AG into an SE does not result in the dissolution of the Company or the formation of a new legal entity. Due to the identity of the legal entity, the participation of the shareholders in the Company will continue unchanged after the change of the legal form has become effective.

§ 2 EFFECT OF THE CONVERSION

The conversion will become effective upon the registration of EZ SE in the commercial register (the „Conversion Date“).

§ 3 COMPANY NAME, REGISTERED OFFICE, SHARE CAPITAL UND ARTICLES OF ASSOCIATION OF EZ SE, NO CASH COMPENSATION OFFER

- 3.1 The company name of the SE is „**Eckert & Ziegler SE**“.
- 3.2 The registered office of EZ SE is in Berlin, Germany.
- 3.3 The share capital of EZ AG shall become the share capital of EZ SE in the amount existing at the Conversion Date (currently EUR 21,171,932.00). The persons and companies who are shareholders of EZ AG at the Conversion Date shall become shareholders of EZ SE. The shareholders will participate in the share capital of EZ SE to the same extent and in the same number of no-par value shares as they participated in the share capital of EZ AG immediately prior to the conversion date.
- 3.4 EZ SE shall receive the statutes attached hereto as Annex I (the "SE Statutes"), which form an integral part of these Terms of Conversion. In this regard, the following shall apply as of the Conversion Date of EZ AG into EZ SE: the number of the share capital specified in § 5 para. 1 of the SE Articles and its division into shares shall correspond to the number of the share capital specified in § 5 para. 1 of the articles of association of EZ AG (the "AG Articles") and its division into shares.
- 3.5 § 5 (4) of the AG Articles of Association provides for authorized capital as of today's date, according to which the Executive Board is authorized, with the approval of the Supervisory Board, to increase the Company's share capital by up to a total of EUR 264,649.00 in exchange for the issue of new shares on one or several occasions until May 29, 2023 (the "Authorized Capital 2018"). The Authorized Capital 2018 will expire on May 29, 2023. It is not intended to create a new Authorized Capital. Accordingly, the SE Articles of Association do not provide for any authorized capital. Therefore, § 5 (4) of the SE Articles of Association will not contain any authorized capital; instead, § 5 (4) of the AG Articles of Association of today will be deleted without replacement.

- 3.6 As of today, § 11 (1) of the AG Articles of Association contains the following provision on the remuneration of the Supervisory Board of the Company:

"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 if these committees meet. If the membership does not last a full fiscal 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."

At the Annual General Meeting of the Company planned for June 7, 2023, which is to resolve under agenda item 13 on the approval of the form-changing conversion of EZ AG into an SE, it is proposed under agenda item 7 to increase the remuneration of the Supervisory Board contained in § 11 para. 1 of the AG Articles and to resolve on a corresponding amendment of § 11 para. 1 of the AG Articles.

If, following a corresponding resolution of the General Meeting, this amendment to the AG Articles of Association is entered in the commercial register prior to the Conversion Date, the amended § 11 para. 1 of the AG Articles of Association shall continue to apply for EZ SE. The SE Articles of Association attached as Annex I accordingly provide in § 13 para. 1 for a remuneration of the Supervisory Board of the Company which corresponds to the Supervisory Board remuneration which will be proposed to the Annual General Meeting of the Company scheduled for June 7, 2023.

If, on the other hand, this proposed amendment to § 11 para. 1 of the AG Articles is not entered in the commercial register prior to the Conversion Date, § 11 para. 1 of the AG Articles shall continue to apply unchanged.

- 3.7 At the Annual General Meeting of the Company planned for June 7, 2023, which is to resolve under agenda item 13 on the approval of the change of the legal form of EZ AG into an SE, a proposal will be made under agenda item 8 in implementation of § 118a of the German Stock Corporation Act (AktG) as amended on July 20, 2022. July 2022, it is proposed to authorize the Executive Board of the Company to provide for the General Meeting to be held without the physical presence of the shareholders or their proxies at the location of the General Meeting (virtual General Meeting) and to resolve on a corresponding insertion of a new § 12 (5) of the AG Articles, whereby the authorization shall apply to the holding of virtual General Meetings within a period of two years after the registration of this provision of the Articles in the commercial register of the Company.

If, following a corresponding resolution of the General Meeting, this amendment to the AG Articles of Association is entered in the commercial register prior to the Conversion Date, the new § 12 para. 5 of the AG Articles of Association shall continue to apply to EZ SE. Accordingly, the SE Articles attached as Annex I provide in § 14 para. 5 for an authorization of the Executive Board to hold a virtual General Meeting corresponding to the authorization proposed to the General Meeting of the Company scheduled for June 7, 2023.

If, on the other hand, this proposed amendment to § 12 para. 5 of the AG Articles is not entered in the commercial register prior to the Conversion Date, § 12 of the AG Articles shall continue to apply unchanged.

- 3.8 At the Annual General Meeting of the Company planned for June 7, 2023, which is to resolve under agenda item 13 on the approval of the change of the legal form of EZ AG into an SE, it is proposed under agenda item 9 to enable members of the Supervisory Board in certain cases to participate in the Annual General Meeting by way of video and audio transmission and to resolve on a corresponding insertion of a new § 13 para. 7 of the AG Articles.

If, following a corresponding resolution of the General Meeting, this amendment to the AG Articles is entered in the commercial register prior to the Conversion Date, the new § 13 para. 7 of the AG Articles shall continue to apply to EZ SE. Accordingly, the SE Articles attached as Annex I provide in § 15 para. 7 for the possibility of participation of members of the Supervisory Board in the General Meeting by way of video and audio transmission which corresponds to the possibility of participation of members of the Supervisory Board in the General Meeting by way of video and audio transmission which is proposed to the General Meeting of the Company scheduled for June 7, 2023.

If, on the other hand, this proposed amendment to § 13 para. 7 of the AG Articles is not entered in the commercial register prior to the Conversion Date, § 13 of the AG Articles shall continue to apply unchanged.

- 3.9 The Supervisory Board of EZ AG, alternatively the Supervisory Board of EZ SE, is authorized and instructed to make any resulting amendments to the wording of the attached SE Articles of Association prior to the registration of the conversion of legal form in the commercial register.
- 3.10 Resolutions of the General Meeting of EZ AG shall continue to apply unchanged to EZ SE to the extent that they have not yet been adopted at the Conversion Date. The Supervisory Board of EZ SE is authorized and instructed to implement such resolutions after the Conversion Date and to make any resulting amendments to the wording of the attached SE Articles of Association after the registration of the conversion of legal form in the commercial register.

- 3.11 Shareholders who object to the conversion will not be offered any cash compensation, since a provision comparable to § 207 German Conversion Act (Umwandlungsgesetz - UmwG) is not provided for the conversion of an AG into an SE with a change of form.

§ 4 SPECIFIC RIGHTS

- 4.1 Eckert Wagniskapital und Frühphasenfinanzierung GmbH, Panketal, (the "EWK") has, for as long as it is a shareholder of EZ AG, the non-transferable right pursuant to § 9 para. 2 of the AG Articles of Association to appoint two of the members attributable to the shareholders to the Supervisory Board of the Company (the "Appointment Right"). The right to appoint may be exercised vis-à-vis the Company by means of a declaration in text form specifying the member of the Supervisory Board to be appointed. The right to appoint members of the Supervisory Board of EZ AG will continue to exist to the same extent as it applied immediately prior to the Conversion Date with regard to the Supervisory Board of EZ SE after the Conversion Date.
- 4.2 The Executive Board of EZ AG has, with the approval of the Supervisory Board, established an employee share program, the so-called Employee Share Participation Plan (the "ESPP"), for the first time for the year 2023. Under the ESPP, in the form of a so-called Share Matching Plan, employees and managers of EZ AG and certain affiliated companies of EZ AG have the opportunity to invest a certain portion of their compensation in EZ AG shares at the market price in each year in which a new tranche of the ESPP is issued. In this context, two alternative offers to purchase EZ AG shares are made in each tranche, either in the amount of a portion of the monthly gross fixed salary or in the amount of a portion of the gross bonus payable for the previous calendar year. At the end of a holding period of approximately two years, plan participants receive one additional free EZ AG share, the so-called matching share, for every four EZ AG shares purchased and continuously held under the ESPP. The basic requirement is that they must be continuously employed by EZ AG or an affiliated company until the end of the holding period. The Executive Board decides annually whether to issue a new tranche and may, in particular, extend or amend the geographical scope of the ESPP for each new tranche. The ESPP shall - subject to a decision to the contrary by the Executive Board with regard to any further tranches - continue to apply to the same extent as it applies immediately prior to the Conversion Date with regard to the employees and executives of EZ AG and the EZ AG Affiliates participating in the ESPP, after the Conversion Date with regard to the employees and executives of EZ SE and the EZ SE Affiliates participating in the ESPP.
- 4.3 Beyond the shares referred to in § 3.3 and the rights referred to in the preceding paragraphs, no rights are granted to the persons referred to in § 20 para. 1 lit. f) SE Regulation and/or the persons referred to in § 194 para. 1 no. 5 UmwG, nor are any further measures proposed for these persons.

§ 5 NO SPECIAL BENEFITS

- 5.1 No special benefits shall be granted to persons within the meaning of Art. 20 para. 1 lit. g) SE Regulation (members of the Executive Board or Supervisory Board of EZ AG, members of the Executive Board or Supervisory Board of EZ SE or the experts reviewing the conversion process) in the course of the conversion of legal form.
- 5.2 As a matter of utmost precaution, it is pointed out that the current chairman of the Executive Board of EZ AG, Dr. Andreas Eckert, had decided on December 19, 2022 to resign from his office as a member of the Executive Board of EZ AG with effect as of the end of the Annual General Meeting scheduled for June 7, 2023 and will therefore resign from the Executive Board irrespective of the conversion of EZ AG into EZ SE. As a highly precautionary measure, it is also pointed out that, notwithstanding the statutory competence of the Supervisory Board of EZ SE to appoint the Executive Board, it is assumed that there may be further changes to the Executive Board.
- 5.3 Furthermore, as a highly precautionary measure, it is pointed out that the Supervisory Board mandates of Prof. Dr. Wolfgang Maennig and Dr. Edgar Löffler will end at the close of the Annual General Meeting 2023 scheduled for June 7, 2023. In addition, the current appointment of Prof. Dr. Helmut Grothe to the Supervisory Board by the EWK in accordance with its right of appointment (see under § 4.1) will end at the 2023 Annual General Meeting. The EWK intends to appoint Prof. Dr. Wolfgang Maennig to the Supervisory Board in place of Prof. Dr. Helmut Grothe after the end of the Annual General Meeting. Furthermore, as a highly precautionary measure, it is pointed out that the Supervisory Board of EZ AG has resolved on the recommendation of the Nomination Committee,
- a) the election of Prof. Dr. Helmut Grothe as a member of the Supervisory Board of EZ AG and the future EZ SE, respectively, under item 10.1 of the agenda of the Annual General Meeting scheduled for June 7, 2023; and
 - b) to propose to the Annual General Meeting scheduled for June 7, 2023 under agenda item 10.2 the election of Dr. Edgar Löffler as a member of the Supervisory Board of EZ AG and of the future EZ SE, respectively (see under § 6.2).

In addition, the other members of the Supervisory Board of EZ AG who are in office on the present day shall, subject to a deviating agreement regarding the participation of the employees in the SE (see under § 7), become members of the Supervisory Board of the SE as of the Conversion Date (see under § 6.2).

§ 6 MANAGEMENT BOARD AND SUPERVISORY BOARD OF THE COMPANY

- 6.1 Pursuant to § 7 para. 1 of the SE Statutes, the Executive Board of EZ SE will consist of one or more persons and the Supervisory Board of EZ SE will determine the number of members of the Executive Board. It is assumed that there may be further changes to the Executive Board.
- 6.2 Pursuant to § 9 (1) of the AG Articles, the Supervisory Board of EZ AG consists of six members. There are no employee co-determination rights either on the basis of the German One-Third Participation of Employees in the Supervisory Board Act (DrittelbG) or on the basis of the German Codetermination Act (MitbestG). Accordingly, all members of the Supervisory Board are shareholder representatives.

Unless otherwise agreed in an agreement on the involvement of employees in the SE (see under § 7), a Supervisory Board consisting of six members will be formed at EZ SE in accordance with § 11 para. 1 of the SE Articles of Association, all of whom are representatives of the shareholders and - to the extent that the rights of delegation set out under § 4.1 are not exercised - will be appointed by the General Meeting.

The Supervisory Board mandates of Prof. Dr. Wolfgang Maennig and Dr. Edgar Löffler will end at the close of the 2023 Annual General Meeting, i.e. at the close of the Annual General Meeting scheduled for June 7, 2023. In addition, the current appointment of Prof. Dr. Helmut Grothe to the Supervisory Board by EWK will end at the 2023 Annual General Meeting. EWK intends to appoint Prof. Dr. Wolfgang Maennig to the Supervisory Board in place of Prof. Dr. Helmut Grothe after the end of the Annual General Meeting. With regard to the two Supervisory Board members to be newly appointed by the Annual General Meeting 2023, the Supervisory Board resolved in its meeting on March 23, 2023 - based on the recommendation of the Nomination Committee - to propose to the Annual General Meeting under agenda item 10.1 the election of Prof. Dr. Helmut Grothe and under agenda item 10.2 the election of Dr. Edgar Löffler as members of the Supervisory Board of EZ AG and the future EZ SE, respectively, in each case for the period until the end of the Annual General Meeting which resolves on the ratification of actions for the fourth fiscal year after the beginning of the term of office. The fiscal year in which the term of office begins is not included. It is assumed that the other members of the Supervisory Board will remain in office upon the conversion of EZ AG into EZ SE. The members of the Supervisory Board are expected to be those members who are members of the Supervisory Board of EZ AG at the Conversion Date.

Subject to the election of Prof. Dr. Helmut Grothe and Dr. Edgar Löffler to the Supervisory Board of EZ AG at the Annual General Meeting on June 7, 2023, members of the Supervisory Board of EZ SE will be:

- Prof. Dr. Wolfgang Maennig;
- Prof. Dr. Helmut Grothe (vorbehaltlich seiner Wahl);
- Dr. Edgar Löffler (vorbehaltlich seiner Wahl);
- Paola Eckert-Palvarini;
- Frank Perschmann;
- Albert Rupprecht.

In accordance with the resolution of the Annual General Meeting on June 1, 2022 under agenda item 12, Anna Steeger, Susanne Becker and Elke Middelstaedt are elected in this order as substitute members for Albrecht Rupprecht. At the Annual General Meeting scheduled for June 7, 2023, it will be proposed under agenda items 11.1 and 11.2 that Susanne Becker and Elke Middelstaedt be elected in this order as substitute members for Prof. Dr. Helmut Grothe and Dr. Edgar Löffler. The respective election as substitute member will continue after the transformation of EZ AG into EZ SE.

- 6.3 The term of office of the members and the substitute members of the Supervisory Board of EZ SE shall in each case correspond to the remaining term of office of the respective members and substitute members of the Supervisory Board of EZ AG.

§ 7 PROCEDURE FOR THE INVOLVEMENT OF EMPLOYEES

- 7.1 Pursuant to the German Act on the Involvement of Employees in a European Company (Gesetz über die Beteiligung der Arbeitnehmer in einer europäischen Gesellschaft - SEBG), a participation procedure shall be conducted regarding the involvement of the employees of EZ SE.

The objective is the conclusion of an Employee Involvement Agreement, in particular with regard to an employee co-determination on the Supervisory Board of the SE and regarding the procedure for the information and consultation of the employees either through the establishment of an SE Works Council or in another manner regulated with the Executive Board of EZ AG in the Employee Involvement Agreement.

The procedure regarding the involvement of the employees is, on the one hand, characterized by the objective of securing the acquired rights of the employees of EZ AG. On the other hand, the extent of their involvement in the SE results from the definition of the involvement of employees in § 2 para. 8 SEBG, which essentially follows Art. 2 lit. h) of Council Directive 2001/86/EC of 8 October 2001 supplementing the Statute for a European company with regard to the involvement of employees. Involvement of employees means any procedure - including information, consultation and participation - by which the representatives of the employees can influence the decision-making process within the SE. In this context, information means the informing of the SE works council or other employee representatives by the management of the SE on matters which concern the SE itself or one of its subsidiaries or establishments

in another member state or which exceed the powers of the competent bodies at the level of the individual member state (§ 2 para. 10 SEBG). Consultation refers to the establishment of a dialogue and an exchange of opinions between the SE works council or other employee representatives and the management of the SE or another competent management level vested with its own decision-making powers (§ 2 para. 11 SEBG). Co-determination refers either to the right to elect or appoint some of the members of the supervisory or administrative body of the SE or, alternatively, to recommend or reject the appointment of such members (§ 2 para. 12 SEBG).

- 7.2 The procedure regarding the involvement of the employees shall be initiated in accordance with the provisions of the SEBG. Accordingly, the management of the participating company, i.e. the Executive Board of EZ AG, must request the formation of the Special Negotiating Body and inform the employee representatives of the participating companies, the affected subsidiaries and establishments and, to the extent that there are no employee representations, the employees about the conversion project. The required information extends in particular to (i) the identity and structure of EZ AG, its affected subsidiaries and affected establishments and their distribution among the Member States; (ii) the existing employee representations in these companies and establishments; (iii) the number of employees employed in each of these companies and establishments and the total number of employees employed in a Member State to be calculated therefrom, and (iv) the number of employees entitled to co-determination rights in the bodies of these companies.

In a letter dated March 24, 2023, the Executive Board of EZ AG invited the employee representatives and, to the extent that there are no employee representatives, the employees of the participating companies, the subsidiaries and establishments concerned to form the Special Negotiating Body and at the same time informed them about the conversion project.

- 7.3 It is provided by law that the employee side shall elect or appoint the members of the Special Negotiating Body within ten weeks after the initiation of the procedure by means of the prescribed information of the employee representatives and employees. The Special Negotiating Body shall be composed of employee representatives from all Member States.

The formation and composition of the Special Negotiating Body is, in principle, governed by German law (§§ 4 to 7 SEBG). The allocation of the seats in the Special Negotiating Body to the Member States is regulated for an SE formation with its registered office in Germany in § 5 para. 1 SEBG. The allocation of seats follows the following basic rule:

Each Member State shall be allocated at least one seat. The number of seats allocated to a Member State shall be increased by one seat each time the number of employees employed in that Member State exceeds the threshold of 10%, 20%, 30%, etc. of the employees of the EZ Group employed in all Member States.

Based on the number of employees of EZ Group in the member states as of February 28, 2023, the following distribution of seats results:

Member State	Number of employees	Percentage (rounded) in relation to total number of employees in member states	Number of members of the Special Negotiating Body
Germany	601	92,46%	10
France	7	1,08%	1
Spain	3	0,46%	1
Portugal	1	0,15%	1
Czech Republic	38	5,85%	1
Total	650	100%	14

The election or appointment of the members of the Special Negotiating Body from the individual Member States shall be governed by the respective national provisions.

Pursuant to § 8 para. 1 sentence 1 SEBG, the members of the Special Negotiating Body attributable to the employees employed in Germany of the companies involved in the formation of the SE, the subsidiaries affected and the establishments affected are elected by an election body by secret ballot and by direct vote. Pursuant to § 8 para. 2 sentence 2 SEBG, the election body also represents those employees who have not elected a works council in their establishments or companies.

The composition of the election body shall depend on which employee representations are present at the founding company, an affected subsidiary or an affected establishment. In this regard, the employee representations which exist at the highest level of the works councils in each case are to assume the task of the election. If only one group of companies from Germany is involved in the formation of the SE, the election body consists of the members of the group works council or, if there is no group works council, of the members of the central works council, or, if there is no central works council, of the members of the works council or the works councils.

There are no Group works council in the EZ Group. In the German companies of the EZ Group, a General Works Council has been formed at the highest level, the General Works Council of Eckert & Ziegler Radiopharma GmbH. Other works councils are those of Eckert & Ziegler BEBIG GmbH, Eckert & Ziegler Eurotope GmbH, Eckert & Ziegler Nuclitec GmbH and Eckert & Ziegler Umweltdienste GmbH. Accordingly, the election body for the election of the domestic members of the Special Negotiating Body consists

of the members of the General Works Council and these works councils. Since the election body consists of a maximum of 40 members (§ 8 (6) sentence 1 SEBG) and the Central Works Council and the Works Councils together have less than 40 members, the number of members in the election body does not have to be reduced in accordance with their numerical ratio (§ 8 (6) sentence 2 SEBG).

In Germany, employees of the companies and establishments as well as trade union representatives are eligible for election to the Special Negotiating Body (§ 6 para. 2 sentence 1 SEBG). For each member, a substitute member is to be elected (§ 6 para. 2 sentence 3 SEBG). If the Special Negotiating Body has more than two members from Germany, every third member is to be elected upon proposal of a trade union which is represented in Germany (§ 8 para. 1 sentence 2 in conjunction with § 6 para. 3 SEBG). If the Special Negotiating Body has more than six members from Germany, at least every seventh member shall be a managerial employee upon proposal of the speakers' committees or, if there are no speakers' committees, upon proposal of the managerial employees (§ 8 para. 1 sentence 5 in connection with § 6 para. 4 SEBG).

At least two thirds of the members of the election body representing at least two thirds of the employees must be present at the election. The members of the election body shall each have as many votes as they represent employees. The election shall take place by simple majority of the votes cast (§ 10 para. 1 SEBG). The members of the election body must comply with the principles of secret and direct election (cf. § 8 para. 1 sentence 1 SEBG).

Due to the ten seats allocated to Germany in the Special Negotiating Body, three of the ten German members are representatives of a trade union and one member is a senior executive, as required by law.

The procedure for the formation of the Special Negotiating Body shall end with its constituent meeting. The Executive Board of EZ AG shall issue an invitation to the constituent meeting of the Special Negotiating Body after all members have been appointed (§ 12 para. 1 SEBG) and no later than ten weeks after the information within the meaning of § 4 para. 2, 3 SEBG (cf. § 11 para. 1 SEBG). The constituent meeting of the Special Negotiating Body shall take place in mid-June 2023.

The negotiations shall commence on the day on which the Executive Board of EZ AG invites to the constituent meeting of the Special Negotiating Body. A duration of up to six months is provided by law for the negotiations, which may be extended to up to one year by mutual consent of the negotiating parties (§ 20 SEBG).

The negotiation procedure shall also take place if the deadline for the election or appointment of individual or all members of the Special Negotiating Body is exceeded for reasons for which the employees are responsible (§ 11 para. 2 sentence 1 SEBG). It is in the interest of the employees to complete the election or appointment of the members of the Special Negotiating Body within the ten-week period.

Members elected or appointed during the ongoing negotiation or after expiry of the ten-week period may participate in the negotiation procedure at any time (§ 11 (2) sentence 2 SEBG). However, a member joining late must accept the negotiation status he finds. There is no entitlement to an extension of the six-month negotiation period (cf. § 20 SEBG).

- 7.4 The objective of the negotiations is the conclusion of an employee involvement agreement. § 21 SEBG stipulates certain minimum contents for the employee involvement agreement. In this regard, a distinction must be made between the establishment of a procedure for the information and consultation of the employees either through the formation of an SE works council or in another manner provided for in the employee involvement agreement and the corporate co-determination of the employees in the supervisory board of EZ SE.

In accordance with the requirement in Art. 40 para. 2, 3 SE Regulation, § 17 para. 1 of the SE Implementation Act (SE-Ausführungs-gesetz, SEAG), the Articles of Association of EZ SE will regulate the size of the Supervisory Board. § 11 para. 1 sentence 1 SE Statutes provides for a Supervisory Board with six members. Pursuant to § 21 para. 6 SEBG, at least the current level of co-determination is to be maintained. If the company to be converted is not subject to co-determination in the Supervisory Board, the participation agreement therefore does not have to contain any provision regarding co-determination. EZ AG is currently free of co-determination.

If the parties agree on the creation of an SE works council, the number of its members and the allocation of seats, the information and consultation rights, the associated procedure, the frequency of the meetings and the financial and material resources to be made available are to be determined in accordance with § 21 para. 1 SEBG. The negotiating parties must also agree on the scope of the employee involvement agreement, the date on which it comes into force and its term as well as the cases in which the employee involvement agreement is to be renegotiated and the procedure to be followed in this respect.

Since the negotiating parties are not obliged to establish an SE works council, they may also agree on another procedure by which the information and consultation of the employees is ensured.

It is to be stipulated in the employee involvement agreement that prior to structural changes of the SE which are likely to reduce the involvement rights of the employees, further negotiations regarding the involvement rights of the employees in the SE are to take place (§ 21 para. 4 in connection with § 18 para. 3 SEBG).

- 7.5 The conclusion of the Employee Involvement Agreement requires a resolution of the Special Negotiating Body which, in principle, resolves with the majority of its members, which must also represent the majority of the represented employees. A resolution which results in a reduction of the co-determination rights cannot be adopted (cf. § 15 para. 5 SEBG). Likewise, it is not possible to resolve not to commence negotiations or to break off negotiations which have already commenced (§ 16 para. 3 SEBG).

- 7.6 If the Employee Involvement Agreement is not concluded within the stipulated period, the standard rules of the SEBG shall apply. It may also be made part of the content of the employee involvement agreement from the outset:

For the employee participation on the Supervisory Board of EZ SE, the standard rules would have the consequence that the freedom of co-determination on the Supervisory Board of EZ AG would have to be continued on the Supervisory Board of EZ SE. Accordingly, none of the members of the Supervisory Board of EZ SE would be employee representatives.

In order to ensure the right to information and consultation of the employees of EZ SE, an SE works council would have to be established in accordance with the subsidiary regulation by operation of law. It would be responsible for matters which concern the SE itself, one of its subsidiaries or one of its establishments in another Member State or which go beyond the powers of the competent bodies at the level of the individual Member State. The SE works council would have to be informed and consulted on an annual basis regarding the development of the business situation and the prospects of the SE. It would also have to be informed and consulted in good time about extraordinary circumstances. The composition of the SE works council and the election of its members would, in principle, follow the provisions regarding the composition and the appointment of the members of the Special Negotiating Body.

- 7.7 In the event that the statutory standard rules are to be applied, the management of the SE would have to review every two years whether changes have occurred in the SE, its subsidiaries and establishments and whether these changes require a different composition of the SE works council (cf. § 25 SEBG). In the case of the statutory fall-back regulation, the SE works council would furthermore have to resolve, four years after its establishment, with the majority of its members, whether negotiations on an employee involvement agreement are to be commenced or whether the previous regulation is to continue to apply (§ 26 para. 1 SEBG). If the resolution were adopted to negotiate an employee involvement agreement, the SE Works Council would replace the Special Negotiating Body for the negotiations (§ 26 para. 2 SEBG).

- 7.8 The necessary costs arising from the formation and activity of the Special Negotiating Body shall be borne by EZ AG and, after its formation, by EZ SE (§ 19 SEBG). The obligation to bear the costs comprises the material and personal costs incurred in connection with the activities of the Special Negotiating Body, including the negotiations. In particular, rooms, material resources (e.g. telephone, fax, necessary literature), interpreters and office staff shall be made available for the meetings to the extent necessary and the necessary travel and accommodation expenses of the members of the Special Negotiating Body shall be borne.

§ 8 OTHER EFFECTS OF THE CONVERSION FOR EMPLOYEES AND THEIR REPRESENTATIVES

- 8.1 The conversion of EZ AG into an SE shall in principle have no effect on the employees of EZ Group. Their employment relationships will continue as before with the relevant Group Company. The employment relationships of the employees of EZ AG shall continue in the future with EZ SE under unchanged conditions. § 613a of the German Civil Code (Bürgerliches Gesetzbuch - BGB) does not apply to the conversion, as there is no transfer of business due to the identity of the legal entities.
- 8.2 The existing works agreements and collective bargaining agreements shall continue to apply in accordance with the respective agreement.
- 8.3 The conversion into an SE shall not result in any changes for the members of the works council of EZ AG and EZ Group. The existing operational employee representations shall remain in place.
- 8.4 Due to the conversion, no additional measures are planned or envisaged which have an impact on the employees or their representations.

§ 9 FISCAL YEAR; AUDITOR

As with EZ AG, the fiscal year of EZ SE corresponds to the calendar year. The annual financial statements are to be audited by the auditor appointed by the Supervisory Board and submitted to the Supervisory Board together with the audit report. Mazars GmbH & Co. KG Wirtschaftsprüfungsgesellschaft / Steuerberatungsgesellschaft shall be appointed as the auditor of the annual financial statements and the consolidated financial statements for the first fiscal year of EZ SE and as the auditor for any review of the annual financial statements and the interim management report for the first half of the first fiscal year of EZ SE as well as of other interim financial statements and interim management reports for the first fiscal year of EZ SE and the interim condensed financial statements and interim management report for the first quarter of the following fiscal year, if and to the extent that they are subject to such a review. KG Wirtschaftsprüfungsgesellschaft Steuerberatungsgesellschaft, Alt-Moabit 2, 10557 Berlin, shall be appointed.

§ 10 COSTS

The costs arising from the conclusion of this Conversion Plan and its execution shall be borne by EZ SE.

§ 11 APPLICABLE LAW

The Terms of Conversion are governed by German law.

§ 12 TRANSCRIPTS, COPIES

Of this document received

- copies:
 - o the Company
 - o the auditor
- certified copies:
 - o the Tax Office for Corporations II, Berlin (tax number: 37/047/47000)
 - o the register court Charlottenburg
- simple copies:
 - o the company (2)
 - o P+P POELLATH + Partners.

§ 13 REFERENCES

The notary public informed the parties involved about the further course of the proceedings until the conversion becomes effective, about the effective date as well as about the legal consequences of the conversion, in particular about the fact that the conversion plan requires the approval of the General Meeting of EZ AG in order to become effective. The notary has further pointed out that the registration of the European Company by the registration court can only be completed if an agreement on the involvement of the employees has been concluded between the management body and the special negotiating body of the employees or if the fall-back solution pursuant to the provisions of the SE Council Directive applies.

Statutes

Statutes

of the

Eckert & Ziegler SE, Berlin

I. General Provisions

§ 1 Company name, registered office, fiscal year

a) The company is a European stock corporation (Societas Europaea) and operates under the name Eckert & Ziegler SE.

- b) It has its headquarters in Berlin.
- c) Financial year is the calendar year.

§ 2 Subject of the company

The subject of the company is:

- a) the participation in particular in companies in the fields of medical and isotope technology as well as radiopharmacy and nuclear medicine,
- b) raising capital for investee companies and all activities related to raising capital,
- c) the mediation of national and international business contacts, as well as
- d) the provision of advice to companies in all areas, insofar as this does not require special legal authorization.

The Company is entitled to take all actions that are directly or indirectly suitable to serve the aforementioned purpose; it may establish branches and participate in similar or similar companies in Germany and abroad.

§ 3 Announcements

Announcements of the Company shall be made exclusively in the Federal Gazette for the Federal Republic of Germany, unless otherwise required by law. Information to the holders of admitted securities of the Company may also be transmitted by means of remote data transmission.

§ 4 Formation costs, Change of legal form effort

- (1) The costs and taxes of the formation are borne by the company up to a maximum amount of DM 10,000.00.
- (2) The costs of the change of the legal form of the Company from the legal form of a stock corporation to the legal form of a Societas Europaea (SE) (in particular notary and court fees, publication costs, taxes, auditing and consulting costs) shall be borne by the Company up to an amount of EUR 532,000.00.

II. Share capital and Shares

§ 5 Amount and division of the share capital

- (1) The share capital of the Company amounts to EUR 21,171,932.00. It is divided into 21,171,932 no-par value shares. The shares are made out to the bearer. The Company is entitled to issue share certificates for several shares (global certificates). The shareholders' right to individual share certificates is excluded to this extent.
- (2) The share capital of the company has been provided by way of conversion of Eckert & Ziegler Strahlen- und Medizintechnik AG into a Societas Europaea (SE).
- (3) The form of the shares and of the dividend and renewal coupons shall be determined by the Executive Board in consultation with the Supervisory Board.

(4) In the event of a capital increase, the profit participation of new shares may be determined in deviation from Art. 9 para. 1 lit. c) ii) SE Regulation in conjunction with § 60 AktG.

III. Constitution of the company

§ 6 Dualistic system, organs of the company

(1) The company has a dualistic management system.

(2) The Company's governing bodies are the Management Board, the Supervisory Board and the Annual General Meeting.

IV. The Board

§ 7 Composition

(1) The Management Board shall consist of one or more persons. The Supervisory Board determines the number of members of the Management Board. The Supervisory Board may appoint a chairman and a deputy chairman of the Management Board.

(2) The members of the Executive Board are appointed by the Supervisory Board for a maximum period of six years. Reappointments are permitted.

§ 8 Rules of Procedure

Unless the Supervisory Board issues rules of procedure for the Executive Board, the Executive Board shall unanimously adopt its own rules of procedure, which shall require the approval of the Supervisory Board.

§ 9 Representation

(1) If only one member of the Board of Management has been appointed, the Company shall be represented in and out of court by that member. If two or more Executive Board members have been appointed, the Company shall be represented by two Executive Board members jointly or by one Executive Board member together with an authorized signatory (Prokurist).

(2) The Supervisory Board may authorize one or more members of the Executive Board to represent the Company individually.

(3) The Supervisory Board may exempt members of the Executive Board from the restrictions of § 181 BGB within the limits set by Art. 9 para. 1 lit. c) ii) SE Regulation in conjunction with § 112 AktG.

§ 10 Transactions requiring approval

The Executive Board may only undertake the following transactions and measures with the prior consent of the Supervisory Board:

a) annual corporate planning (profit, finance and investment plan including provision of collateral and sales plan).

b) Conclusion, amendment or termination of inter-company agreements within the meaning of §§ 291 et seq. AktG; and

c) Acquisition, sale or encumbrance of real property and rights equivalent to real property if the value in an individual case exceeds EUR 1,000,000.00.

V. The Supervisory Board

§ 11 Composition, Term of office, Resignation

(1) The Supervisory Board shall consist of six members. They are elected by the Annual General Meeting unless they are delegated to the Supervisory Board in accordance with Paragraph (2).

The Supervisory Board shall monitor the activities of the Management Board in accordance with the provisions of the law and these Articles of Association.

(2) As long as Eckert Wagniskapital und Frühphasenfinanzierung GmbH, Panketal, is a shareholder of the Company, it has the non-transferable right to appoint two members to the Supervisory Board of the Company (right to appoint). In the event that Eckert Wagniskapital und Frühphasenfinanzierung GmbH, Panketal, is no longer a shareholder of the Company, the right to appoint members shall be suspended. The right to delegate can be exercised by the company by means of a declaration in text form stating the member of the Supervisory Board to be delegated.

(3) The members of the Supervisory Board, with the exception of the first Supervisory Board member, are elected for the period up to the end of the Annual General Meeting which resolves on the ratification of actions for the fourth financial year after the beginning of the term of office, but for no longer than six years. The fiscal year in which the term of office begins is not counted. Re-election is possible.

The Annual General Meeting elects substitute members in the event that members of the Supervisory Board leave the Board at short notice. At the same time, it determines the order in which the elected substitute members become members of the Supervisory Board if Supervisory Board members leave before the end of their term of office.

Substitute members do not join the Supervisory Board if the Annual General Meeting elects a successor for a member whose premature departure has already been determined.

The term of office of substitute members who have succeeded to the Supervisory Board shall end at the close of the Annual General Meeting at which a successor is elected for the respective replaced Supervisory Board member, but no later than the time at which the regular term of office of the replaced Supervisory Board member would have expired.

A substitute member who has moved up to the Supervisory Board and left it prematurely shall resume his or her original place in the ranks of the substitute members.

(4) Members of the Supervisory Board may resign from office by giving four weeks' written notice to the Chairman of the Supervisory Board or to the Executive Board. The possibility of termination for good cause remains unaffected.

(5) 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 the election.

(6) If the Chairman or his Deputy retires from office prematurely, the Supervisory Board shall immediately hold a new election for the remaining term of office of the retiring person.

§ 12 Convening and passing resolutions of the Supervisory Board

(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 a period of 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 preside over 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 submitting a 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 require a majority of the votes cast, unless otherwise stipulated by law. In the event of a tie, the chairman of the relevant meeting shall have the casting vote.

(8) The proceedings and resolutions of the Supervisory Board shall be recorded in minutes, which 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 Paragraph (6).

The record shall indicate 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.

§ 13 Remuneration of the Supervisory Board

(1) The members of the Supervisory Board receive a fixed annual remuneration of EUR 25,000. The Chairman receives EUR 70,000, a Deputy Chairman EUR 35,000. Members of the Audit Committee receive an additional fixed annual remuneration of EUR 9,000. The Chairman of the Audit Committee receives a fixed annual remuneration of EUR 18,000. Members of other committees receive an additional fixed annual remuneration of EUR 8,000 if these committees meet. If the membership does not last a full fiscal year, the respective member receives the remuneration pro rata temporis. In addition to the fixed annual remuneration, the members of the Supervisory Board receive an attendance fee of EUR 500 for each meeting of the Supervisory Board attended.

(2) The Company reimburses the members of the Supervisory Board for expenses directly related to the performance of their duties

(3) The sales tax shall be reimbursed by the Company to the extent that the members of the Supervisory Board are entitled to invoice the Company separately for the sales tax and exercise this right.

(4) The remuneration pursuant to subsection (1) shall be paid after the end of the Annual General Meeting. Reimbursement pursuant to subsections (2) and (3) shall be made upon presentation of the relevant evidence.

VI. Annual General Meeting

§ 14 Location and Convocation

(1) The General Meeting of Shareholders shall be held at the registered office of the Company, at the registered office of a branch office in Germany or at the registered office of a subsidiary in Germany or at the registered office of a stock exchange on which shares of the Company are admitted to trading.

(2) The Annual General Meeting shall be held annually in the first six months of the fiscal year.

The Annual General Meeting resolves in particular on the appropriation of net income, the election of the auditor, the ratification of the actions of the Executive Board and the Supervisory Board, and the election of members of the Supervisory Board.

Extraordinary General Meetings may be convened as often as deemed necessary in the interests of the Company.

(3) The General Stockholders' Meeting shall be convened by means of a single announcement in the Federal Gazette containing the information required by law.

If the shareholders are known by name, the Annual General Meeting may be convened by registered letter. The day of dispatch shall be deemed the day of announcement.

The Annual General Meeting shall be convened at least 30 days prior to the meeting, unless a shorter period is permitted by law. The day on which the meeting is convened shall not be counted. The notice period shall be extended by the days of the registration period § 15 (1) of the Articles of Association).

The transmission of notifications pursuant to § 125 AktG is restricted to electronic communication. The Executive Board is also entitled to send the notifications by other means.

(4) Without observing the convening options, a shareholders' meeting may also be held if all shareholders are present or represented and no shareholder objects to the resolution.

(5) The Executive Board is authorized to provide for the Annual General Meeting to be held without the physical presence of the shareholders or their proxies at the location of the Annual General Meeting (virtual Annual General Meeting). The authorization shall apply to the holding of virtual General Stockholders' Meetings within a period of two years after entry of this provision of the Articles of Association in the commercial register of the Company.

§ 15 Participation and voting rights

(1) Shareholders are entitled to attend the Annual General Meeting and exercise their voting rights if they register for the Annual General Meeting in text form (§ 126b of the German Civil Code) in German or English and also provide evidence of their entitlement to attend the Annual General Meeting and exercise their voting rights. The registration and proof must be received by the Company at the address specified for this purpose in the notice convening the Annual General Meeting at least six days before the date of the Annual General Meeting, not including the date of receipt and the date of the meeting. The Executive Board may stipulate a shorter period for receipt by the Company in the notice convening the meeting.

(2) Proof of entitlement to attend the Annual General Meeting or to exercise voting rights in accordance with subsection (1) above shall suffice in accordance with § 67c (3) of the AktG. The proof shall refer to the beginning of the 21st day prior to the meeting. In the case of shares not held in collective custody, the proof may also be issued by the Company or a bank against submission of the shares.

(3) Voting rights may be exercised by proxy. The granting of a proxy, its revocation and proof of authorization vis-à-vis the Company must be in text form, unless simplifications are specified in the convening notice. § 135 of the German Stock Corporation Act remains unaffected. The Company may make provisions in the convening notice regarding the manner in which proof of the appointment of a proxy may be submitted to it. Specific forms and communication channels for granting and revoking the power of attorney to a proxy appointed by the Company may be specified in the notice convening the meeting.

(4) The Executive Board is authorized to provide that shareholders may also participate in the Annual General Meeting without being present at its location and without a proxy and exercise all or some of their rights in whole or in part by means of electronic communication (online participation). The Executive Board shall determine the further details of the scope and procedure of participation and exercise of rights, which it shall announce with the notice convening the meeting.

(5) The Executive Board is authorized to allow shareholders to cast their votes in writing or by means of electronic communication without attending the Annual General Meeting (postal vote). The Executive Board shall determine the further details of the procedure, which it shall announce together with the notice of the Annual General Meeting.

(6) At the Annual General Meeting, each no-par value share carries one vote.

(7) In consultation with the Chairman of the Supervisory Board, members of the Supervisory Board shall be permitted to participate in the Annual General Meeting by means of video and audio transmission in cases where their physical presence at the location of the Annual General Meeting would not be possible or would be possible only at considerable expense due to legal restrictions, their residence abroad, their necessary residence at another location in Germany or due to an unreasonable travel time, or if the Annual General Meeting is held as a virtual Annual General Meeting without the physical presence of the shareholders or their proxies at the location of the Annual General Meeting.

§ 16 Chair of the Annual General Meeting

(1) The Annual General Meeting shall be chaired by the Chairman of the Supervisory Board or, if he is unable to do so, by his deputy, or, if he is unable to do so, by a chairman of the meeting elected by the Annual General Meeting.

(2) The Chairman shall determine the order in which the agenda is dealt with and the type and order of voting. He may impose reasonable time limits on the shareholders' right to ask questions and speak. In particular, he may, at the beginning or during the meeting, set a reasonable time limit for the course of the meeting, the discussion of the individual items on the agenda and the individual speeches and questions.

(3) D The chairman of the meeting may permit partial or complete video and audio transmission of the shareholders' meeting in a manner to be determined by him in more detail.

VII. Annual financial statements

§ 17 Annual financial statements and Annual General Meeting

(1) After the end of the financial year, the Board of Management shall prepare the annual financial statements and the management report and, where required by law, the consolidated financial statements and the Group management report for the past financial year within the statutory time limits and shall submit these documents to the Supervisory Board and the auditor without delay. At the same time, the Executive Board shall submit to the Supervisory Board a proposal for the appropriation of any unappropriated profit to the Annual General Meeting in accordance with the relevant statutory provisions.

(2) Upon receipt of the report of the Supervisory Board on the results of its audit, the Executive Board shall immediately convene the Annual General Meeting to receive the approved annual financial statements and the management report and to pass a resolution on the appropriation of net income; the resolution shall detail the appropriation of net income.

VIII. Final provisions

§ 18 Authorization to amend the Articles of Association

The Supervisory Board is authorized to make amendments to the Articles of Association that relate only to the wording.

The following documents relating to agenda item 13 will be available for inspection by shareholders from the day on which this Annual General Meeting is convened at the offices of Eckert & Ziegler Strahlen- und Medizintechnik AG, Robert-Rössle-Straße 10, 13125 Berlin, and will also be available for inspection by shareholders during the Annual General Meeting. On request, a copy of the documents will be sent to each shareholder without delay and free of charge. The documents will also be available on the Company's website at <https://www.ezag.com/de/startseite/investoren/hauptversammlung/> from the day on which this Annual General Meeting is convened and will also be available there during the Annual General Meeting:

- the notarized Terms of Conversion dated March 31, 2023, including the Articles of Association of Eckert & Ziegler SE attached as an appendix
- the conversion report of the Executive Board of Eckert & Ziegler Strahlen- und Medizintechnik AG dated April 04, 2023;
- the certificate of the court-appointed independent expert, DOMUS AG Wirtschaftsprüfungsgesellschaft Steuerberatungsgesellschaft, Lentzeallee 107, 14195 Berlin, pursuant to Art. 37 para. 6 SE Regulation;
- the annual financial statements and the consolidated financial statements as well as the management reports and the Group management reports for Eckert & Ziegler Strahlen- und Medizintechnik AG and the Group for fiscal years 2020, 2021, and 2022.

II. Compensation report for the fiscal year 2022 pursuant to § 162 (1) AktG and report on its audit by the auditors (agenda item 6)

Compensation Report 2022

Fundamentals of the compensation system for the Board of Management

This compensation report reflects the new compensation system introduced from 2022. The initial appointment of Executive Board members is for 3 years. It has expired for all Executive Board members and due to the change in the compensation system all Executive Board members have received a new Executive Board contract effective January 1, 2022.

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

In determining the total compensation and the allocation to individual compensation components, the area of responsibility assigned to the respective Executive Board member and personal performance are assessed in particular. In addition, the economic situation, performance and future prospects of the Company are included in the assessment. Finally, the compensation should also be attractive and appropriate in comparison with the usual compensation in the competitive environment and the compensation structure in the Company, both in relation to senior management and the workforce.

1. Composition of the compensation

The total compensation of the Executive Board consists of a fixed annual base compensation, including certain fringe benefits (together "Fixed Compensation"), and variable compensation components, on the one hand with short-term ("STI"), on the other hand with long-term evaluation criteria ("LTI").

1.1 Fixed compensation

The fixed compensation 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 benefits in kind, which mainly comprise 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 entitled to fringe benefits in the same way, but the amount may vary depending on their personal situation.

1.2 Variable compensation components

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

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

The STI is primarily based on a percentage of the cumulative net income of the Group as a whole, whereby a segment for which the Executive Board is directly responsible may be weighted more heavily than other parts of the Group. The short-term variable component is payable when an annual profit has been achieved and predefined framework conditions, including non-financial parameters such as regulatory compliance, have been met. Achievement of the thresholds and the non-financial parameters is determined by the Supervisory Board after adoption of the Company's consolidated financial statements.

As a further STI component, project-related individual bonuses were agreed with Dr. Helmke, 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 compensation component, long-term incentive (LTI).

The LTI is calculated on the basis of long-term growth in net income if this parameter exceeds previously agreed targets. The bonus is paid out in shares or its calculation is linked to the share price, so that the beneficiary not only has a material interest in the long-term growth of the company's profit, but also in the level of 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, generally five years, when the consolidated financial statements of the Company are adopted.

Fixed Compensation		
Annual base salary	Fixed, contractually agreed compensation, paid in 12 equal monthly installments	
Fringe benefits	Company car Phone Subsidy for health, old-age and accident insurance Occupational accident insurance D&O Insurance	
Short-term variable compensation component, Short-time Incentive (STI)		
Plan type	Target bonus model	
Performance criteria	Net profit in the respective fiscal year above certain threshold value	
	Direct responsibility	Other Group 2% of excess return
	5 % of the excess return	
Limitation	500 resp. 650 Tsd. €	
Payment	in cash, in each case in arrears with the adoption of the consolidated financial statements in the following year	
Plan type	Bonusmodel	
Performance criteria	Achievement of project goals, process improvements, acquisition of new projects	
Limitation	to € 20 thousand per fulfilled performance criterion	

Payment	in cash, in each case in arrears with the adoption of the consolidated financial statements in the following year	
Long-term variable compensation component, Long time Incentive (STI)		
Plan type	target bonus model	
Performance criteria	Cumulative excess returns of the Group at the end of the contract period	
Period	Term of the contract	
Limitation	Number of shares	
Payment	in shares as soon as the annual financial statements for the last fiscal year of the contract period have been established	
Maximum compensation		
<p>The absolute euro value for the maximum payout of compensation granted in a fiscal year is for each Executive Board member is €5 million per year. The maximum total compensation includes all fixed and variable compensation components. included.</p>		

Figure: Summary of the compensation system of Eckert & Ziegler AG

The annual short-term variable compensation component should not exceed 40% in relation to long-term variable compensation components in terms of the objective.

Overall, due to their orientation, the variable compensation components serve both the positive development of the Group as a whole and the business areas for which they are individually responsible, and thus the further development and implementation of the Company's overall strategy. 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 actions of the Board of Management. The multi-year assessment basis for the majority of the variable compensation and the partial payment of the variable compensation in shares of the Company or taking into account the share price ensure that the long-term positive development of the Company is reflected accordingly in the level of compensation.

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

The fixed compensation is based on market conditions and comparative values from other companies. For the two variable compensation elements, performance orientation and sustainability are the basic principles for performance measurement. The Supervisory Board ensures that the targets for all elements of variable compensation are ambitious, while at the same time ensuring a balanced risk-reward profile.

If the targets are not met, the short-term variable compensation may fall to zero. If the targets are significantly exceeded, the short-term variable compensation for Executive Board members is limited to a maximum of €500 to €650 thousand.

Long-term compensation is paid in shares. Here, too, the compensation can fall to zero. It is limited to a maximum number of shares per Executive Board member over the entire term of the contract.

A calculated maximum total compensation can be derived from the limited variable compensation elements, the basic compensation, and the expense for fringe benefits. In addition, in accordance with § 87a (1) sentence 2 no. 1 AktG, the Supervisory Board has defined an absolute euro value for the maximum payment of compensation granted in a fiscal year. It is €5 million per year for each Executive Board member. The maximum total compensation includes all fixed and variable compensation components. This limit may mean that the full number of shares or the full value for the maximum number of shares may not be paid out.

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

The Supervisory Board shall determine the specific target and maximum total compensation for each member of the Board of Management, which shall be commensurate with the duties and performance of the member of the Board of Management and the situation of the Company and shall not exceed the compensation that is customary 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 compensation in comparison with other companies, the Supervisory Board uses companies listed in the same stock market segment (Prime Standard) as the Company and having, on the one hand, similar total assets and, on the other hand, comparable EBIT.

Secondly, the Supervisory Board assesses the customary nature of the specific total compensation of the Executive Board members within the Company. To this end, it considers the ratio of the target total compensation of the individual Executive Board members both to the average total compensation of senior management and to the average total compensation of the entire workforce in Germany. In assessing the customary nature of the specific total compensation, the Supervisory Board also takes into account the development over time of the ratios described above.

4. Special contractual regulations

4.1 Clawback-Regulation

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 compensation

The Supervisory Board is entitled to reduce the compensation of the Executive Board in accordance with § 87 (2) AktG. It also reserves the right to take into account extraordinary developments to an appropriate extent. In justified cases, the variable compensation may be withheld or reclaimed.

4.3 Severance payments and non-competition clauses

No severance payments have been agreed in the event of premature or regular termination of the service of a member of the Executive Board. However, post-contractual non-competition clauses have been agreed for Dr. Hasselmann and Dr. Helmke, according to which 50% of the 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.

5. Implementation and ongoing evaluation of the compensation system

The compensation system adopted by the Supervisory Board is implemented by the Supervisory Board as a whole when the individual Executive Board employment contracts are concluded. In addition, the Compensation Committee of the Supervisory Board reviews the compensation system on an ongoing basis and, if a need for adjustment is identified, discusses and decides on any changes to the system and informs the full Supervisory Board of any adjustment measures it considers appropriate or necessary. Changes to the compensation system will be decided by the full Supervisory Board. In the event of changes, the Supervisory Board will submit the amended compensation system to the next Annual General Meeting for approval.

Fundamentals of the Compensation System for the Supervisory Board

The members of the Supervisory Board receive fixed annual compensation of €18,000. The Chairman receives fixed annual compensation of €36,000, the Vice Chairman an amount of €24,000. Members of the Audit Committee receive additional fixed annual compensation of €8,000. The Chairman of the Audit Committee receives fixed annual compensation of €16,000. Members of other committees receive additional fixed annual compensation of €5,000 if these committees meet. If membership does not last a full fiscal year, the respective member receives the compensation pro rata temporis. In addition to the fixed annual compensation, the members of the Supervisory Board receive an attendance fee of €1,000 for each Supervisory Board meeting attended. In the reporting period, the Company had an Audit, Compensation and Nomination Committee. As the Nomination Committee was not established until 2022, the members of the Nomination Committee receive the compensation pro rata temporis.

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. Compensation is granted if it actually accrues to the board member and is

therefore transferred to his or her assets. Compensation 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 compensation of the Executive Board

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

Information on total compensation and compensation components									
Name of the board member, position	Fixed compensation components			Variable compensation components		Utility expenses	Total compensation	Relative share of variable compensation in total compensation in percent	Relative share of fixed compensation in total compensation in percent
	General salary	Share-based compensation	Other ancillary services	short term (≤ 1Y)	long term (>1Y)				
Dr. Andreas Eckert Chairman of the Board	360.000		41.370		500.000		901.370	55,47	44,53
Dr. Harald Hasselmann Member of the Board	250.000		42.491		250.000	614	543.104	46,03	53,86
Dr. Lutz Helmke Member of the Board	210.000		43.225		300.000	1.800	555.025	54,05	45,62

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 2022, his pension benefits amounted to €55,303. As the entitlement 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 income tax has been deducted.

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 for the segment for which the respective Executive Board member is responsible for the other Executive Board members.

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

The following table contains information on the performance criteria applied. In the old contracts, no target values had yet been set for the performance criteria used to measure variable compensation; only maximum amounts for the variable compensation components were agreed. In 2022, the variable compensation achieved in 2021 was paid out.

Information on the performance criteria applied					
Name of the board member, Position	Description of the performance criteria	Relative weighting of the performance criteria	Information about the performance targets		a) Measured Performance b) Appropriate compensation
			a) Minimum target b) Appropriate compensation	a) Target value b) Appropriate compensation	
Dr. Andreas Eckert Chairman of the Board	From 2011, the long-term variable compensation consists of a percentage share of the Group's EBIT accumulated over a five-year period, subsequently each three-year period, amounting to 1.67%. An annual installment is paid on the long-term variable compensation. The long-term variable compensation 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 began in fiscal 2019 and ends in 2021. Consolidated EBIT for fiscal 2021 is €47.45 million.	100%	a) The minimum target together with appropriate compensation was not set b) 500.000	a) Target value together with appropriate compensation was not set b) 500.000	a) 792.415 b) 500.000
Dr. Harald Hasselmann Member of the Board	The long-term variable compensation 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 advance payment is made on the long-term variable compensation. 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 together with appropriate compensation was not set b) 150.000	a) Target value together with appropriate compensation was not set b) 150.000	a) 178.000 b) 150.000

	<p>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 1%. An annual installment payment is made on the long-term variable compensation. The annual progress 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.</p>	40%	<p>a) The minimum target together with appropriate compensation was not set b) 100.000</p>	<p>a) Target value together with appropriate compensation was not set b) 100.000</p>	<p>a) 203.500 b) 100.000</p>
Dr. Lutz Helmke Member of the Board	<p>The long-term variable compensation 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 €13.958 million.</p> <p>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 down 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 € 20.569 million.</p>	83,33%	<p>a) The minimum target together with appropriate compensation was not set b) 250.000</p>	<p>a) Target value together with appropriate compensation was not set b) 250.000</p>	<p>a) 279.160 b) 250.000</p>
		16,67%	<p>a) The minimum target together with appropriate compensation was not set b) 50.000</p>	<p>a) Target value together with appropriate compensation was not set b) 50.000</p>	<p>a) 102.845 b) 50.000</p>

From 2022, the performance criteria were adjusted in connection with the new Executive Board contracts. The target achievement values in the following table (maximum amount) will be paid out in 2023.

Information on the performance criteria applied					
Name of the board member, Position	Description of the performance criteria	Relative weighting of the performance criteria	Information about the performance targets		a) Measured Performance b) Appropriate compensation
			a) Minimum target b) Appropriate compensation	a) Target value b) Appropriate compensation	

<p>Dr. Andreas Eckert Chairman of the Board</p>	<p>A) Short-term variable remuneration: annual bonus is based on the net profit of the Eckert und Ziegler Group in the respective fiscal year; if this exceeds € 24 million, 5% is calculated on the excess return.</p> <p>B) Long-term variable compensation: for the Group's cumulative excess return at the end of the contract term (3 years) 1,200 shares per €1 million excess return, based on net income of €25 million max 40,000 shares, value may not exceed the max compensation from the 2020 AGM (€5 million), payment is due when the annual financial statements for the last fiscal year of the contract term have been approved</p>	<p>100%</p>	<p>a) 24.000.000 b) 0</p> <p>a) 25.000.000 b) 0</p>	<p>a) 37.000.000 b) 650.000</p> <p>a) 58.333.333 b) 40.000 Stck</p>	<p>a) 29.300.000 b) 265.000</p> <p>a) 29.300.000 b) 5.160 Stck</p>
<p>Dr. Harald Hasselmann Member of the Board</p>	<p>A) the short-term variable compensation consists of two parts: 1.) the annual bonus is based on the net profit of the CSO Medical segment; if this exceeds €17 million, 5% is calculated on the excess return. 2.) The annual bonus is based on the net profit of the rest of the Eckert & Ziegler Group (excluding the CSO Medical segment); if this exceeds € 7 million, 2% is calculated on the excess return.</p> <p>B) Long-term variable compensation: for the Group's cumulative excess return at the end of the contract term (4 years) 500 shares per €1 million excess return, basis net profit €25 million max 25,000 shares, value may not exceed the max compensation from the 2020 AGM (€5 million), payment is due when the annual financial statements for the last fiscal year of the contract term have been approved</p>	<p>80%</p> <p>20%</p>	<p>a) 17.000.000 b) 0</p> <p>a) 7.000.000 b) 0</p> <p>a) 25.000.000 b) 0</p>	<p>a) 25.000.000 b) 400.000</p> <p>a) 12.000.000 b) 100.000</p> <p>a) 75.000.000 b) 25.000 Stck</p>	<p>a) 16.300.000 b) 0</p> <p>a) 13.000.000 b) 100.000</p> <p>a) 29.300.000 b) 2.150 Stck</p>
<p>Dr. Lutz Helmke Member of the Board</p>	<p>A) the short-term variable compensation consists of three parts: 1.) the annual bonus is based on the net profit of the COO Medical segment; if this exceeds €17 million, 5% is calculated on the excess return. 2.) The annual bonus is based on the net profit of the rest of the Eckert & Ziegler Group (excluding the COO Medical segment); if this exceeds € 7 million, 2% is calculated on the excess return. 3.) qualitative premium on defined projects, their fulfillment, completion, achieved savings, process improvements in the amount of € 20 thousand each over the contract period</p> <p>B) Long-term variable compensation: for the Group's cumulative excess return at the end of the contract term (3 years) 500 shares per €1 million excess return, basis net profit €25 million max 25,000 shares, value may not exceed the max compensation from the 2020 AGM (€5 million), payment is due when the annual financial statements for the last fiscal year of the contract term have been approved</p>	<p>65%</p> <p>16%</p> <p>19%</p>	<p>a) 17.000.000 b) 0</p> <p>a) 7.000.000 b) 0</p> <p>a) 0 b) 0</p> <p>a) 25.000.000 b) 0</p>	<p>a) 25.000.000 b) 400.000</p> <p>a) 12.000.000 b) 100.000</p> <p>a) 6 b) 120.000</p> <p>a) 75.000.000 b) 25.000 Stck</p>	<p>a) 16.300.000 b) 0</p> <p>a) 13.000.000 b) 100.000</p> <p>a) 0 b) 0</p> <p>a) 29.300.000 b) 2.150 Stck</p>

The vertical comparison pursuant to § 162 (1) sentence 2 no. 2 AktG is presented below. In the financial year 2022, only an annual change is shown for all three comparative figures (compensation of board members, earnings performance of the Company and average compensation of employees). The vertical comparison for all three variables will be built up successively over a five-year period from 2021 to 2025.

Information on compensation comparison pursuant to § 162 (1) Sentence 2 No. 2 AktG					
Changes compared to PY in %	FY-4 vs FY-5	FY-3 vs FY-4	FY-2 vs FY-3	FY-1 vs FY-2	FY vs FY-1
Change in compensation of members of the Executive Board					
Dr. Andreas Eckert Chairman of the Board				329,19	-74,99
Dr. Harald Hasselmann Member of the Board				35,72	6,79
Dr. Lutz Helmke Member of the Board				0,21	22,20
Earnings development of the company					
Net Income EZAG* (stand alone)				30,19	-16,76
Net Income* E&Z Group				50,88	-15,20
EBIT E&Z Group				40,85	-6,13
Average compensation of employees					
employees of the german companies				3,87	7,12

* Net income

In addition to the agreed fixed salary, the Chairman of the Executive Board, Dr. Andreas Eckert, was promised share-based compensation that was earned over several years and

accrued to him in 2021. This share-based compensation amounted to €2,763,518 in 2021. In terms of the rate of change, this compensation results in a special effect in both 2021 and 2022. With regard to the Company's earnings performance, in addition to the legally required key performance indicator "net income," we also report consolidated net income and consolidated EBIT because these performance criteria form the basis for measuring the variable compensation of the Executive Board members.

The following table shows the shares promised and granted to the members of the Executive Board:

Information on the shares granted or promised			
Name of the board member, Position	Information on the fiscal year		
	Opening balance	Changes in the FY	Closing balance
	01.01.2022 Shares held	Shares granted or committed in 2022	31.12.2022 Shares held
Dr. Andreas Eckert Chairman of the Board	0	5.160 pcs.	5.160 pcs
Dr. Harald Hasselmann Member of the Board	0	2.150 pcs	2.150 pcs
Dr. Lutz Helmke Member of the Board	0	2.150 pcs	2.150 pcs
	0	9.460 pcs	9.460 pcs

Total compensation of the Supervisory Board

The following table contains details of the compensation granted and owed to current Supervisory Board members in 2022. The compensation granted relates to Supervisory Board activities in the 2021 financial year.

Information on compensation granted and owed to current and former members of the Supervisory Board						
	Fixed compensation components		Variable compensation components	Total compensation	Relative share of variable compensation in total compensation in percent	Relative share of fixed compensation in total compensation in percent
	Fixed compensation	Committee activity	Attendance fee			
Members of the Supervisory Board						
Prof. Dr. Wolfgang Maennig (Chairman)	36.000	0	6.000	42.000	14%	86%
Prof. Dr. Helmut Grothe (Deputy Chairman)	24.000	4.250	6.000	34.250	18%	82%
Albert Rupprecht	18.000	4.250	6.000	28.250	21%	79%
Dr. Edgar Löffler	18.000	8.250	6.000	32.250	19%	81%
Jutta Ludwig (bis 31.12.2022)	18.000	0	6.000	24.000	25%	75%
Frank Perschmann	18.000	12.250	6.000	36.250	17%	83%
total:	132.000	29.000	36.000	197.000		

**paid to AR in 2022
(is for 2021)*

The Compensation Committee of the Supervisory Board comprises Dr. Edgar Löffler and Frank Perschmann. Until June 1, 2022, the members of the Audit Committee were Prof. Dr. Helmut Grothe, Albert Rupprecht, Dr. Edgar Löffler and Frank Perschmann. Since June 1, 2022, the Audit Committee has included Albert Rupprecht and Prof. Dr. Helmut Grothe. In addition, a Nomination Committee was established in 2022.

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, 2022, to determine whether the disclosures pursuant to § 162 (1) and (2) AktG have been made in the remuneration report. In accordance with § 162 (3) AktG, we have not audited the content of the compensation report.

In our opinion, the accompanying compensation report complies, in all material respects, with the disclosures pursuant to § 162 (1) and (2) AktG. Our audit opinion does not cover the content of the compensation report.

Foundation for the audit opinion

We conducted our audit of the compensation report in accordance with § 162 (3) AktG and IDW Auditing Standard: The Audit of the Compensation Report in Accordance with § 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 German Auditors' Code and the professional statutes for auditors/sworn accountants, including the requirements for independence.

Responsibility of the Board of Management and the Supervisory Board

The Board of Management and the Supervisory Board are responsible for the preparation of the compensation report, including the related disclosures, which complies with the requirements of § 162 AktG. They are further responsible for such internal control as they determine is necessary to enable the preparation of the compensation report, including the related disclosures, that is free from material misstatement, whether due to fraud or error.

Responsibility of the auditor

Our objective is to obtain reasonable assurance about whether the disclosures pursuant to § 162 (1) and (2) AktG have been made in all material respects in the compensation 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 compensation report with the disclosures required by § 162 (1) and (2) AktG. In accordance with § 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 connection with our audit, we have a responsibility to read the compensation report in the light of knowledge obtained in the audit of the financial statements, and to remain alert for indications as to whether the compensation 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 compensation 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, 2023

BDO AG
Wirtschaftsprüfungsgesellschaft

sgd. Pfeiffer sgd. Nekhin
Certified public accountant Certified public accountant

III. Additional information on the election of the Supervisory Board (agenda item 10)

On agenda item No. 10.1:

Prof. Dr. Helmut Grothe

Member of the Supervisory Board of Eckert & Ziegler AG

Since 2021 Member of the Audit Committee

Since 2017 Deputy Chairman of the Supervisory Board

Since 2014 Member of the Supervisory Board

Born in 1960

Professional career

Since 2013 Deputy Director of the Interdisciplinary Center of the Universities of Paris I (Sorbonne), Split, Viadrina and FU Berlin

2011, 2013 Guest professorships in London

2009-2010 Dean of the Faculty of Law at the FU Berlin

Since 2005 Director of the Institute for Private International Law, International Civil Procedure Law and Comparative Law at the FU Berlin

Since 1998 Holder of a chair for civil law, international private and procedural law as well as comparative law at the FU Berlin

1997-1998 Substitute professorship at the University of Munich

1991-1997 Research Assistant at the Institute for Private International Law and Comparative Law of the University of Osnabrück

Academic career

Studied law with additional training in economics at the Universities of Bayreuth and Osnabrück.

Qualification to hold judicial office.

Doctorate (Dr. iur.)

Habilitation as Dr. iur. habil.

Membership of other statutory supervisory boards

None

Membership in comparable domestic and foreign supervisory bodies

None

On agenda item No. 10.2

Dr. Edgar Löffler

Member of the Supervisory Board of Eckert & Ziegler AG

2021-2022 Member of the Audit Committee

Since 2020 Member of the Compensation Committ

Since 2019 Member of the Supervisory Board of Eckert & Ziegler AG

Born in 1953

Professional career

Since 1989 Consultant in the field of medical physics

2001-2016 Member of the Executive Board Eckert & Ziegler AG

2000-2001 Managing Director of Isotron Isotopentechnik GmbH

1999-2001 Managing Director of Theranostic GmbH

1995-2001 Business Development Manager Nucletron B.V., Holland

1990-1995 Head of Product Management Nucletron B.V., Holland

1988-1990 Head of Medical Physics in Brachytherapy at Heidelberg University

1982-1988 Establishment of a radiation therapy facility with electron accelerator and head of medical physics at the University Women's Hospital Würzburg

1982 Technical qualification for handling radioactive substances, accelerators and X-ray equipment in medicine

Academic career

Studies of physics and medical physics at the University of Tübingen.

Doctorate (Dr. sc. hum.) at the University of Heidelberg.

Membership of other statutory supervisory boards

None

Membership in comparable domestic and foreign supervisory bodies

None

IV. Additional information on the election of substitute members for the Supervisory Board (agenda item 11)

On agenda item No. 11.1

Susanne Becker

Attorney at Law

Since 2018 Substitute member for the Supervisory Board of Eckert & Ziegler Strahlen- und Medizintechnik AG

Born in 1976

Professional career

Since 2013 Independent lawyer

2012-2017 Member of the Board of Directors of Eckert & Ziegler BEBIG SA

2005-2013 Consultant in the Labor Market Department of the Confederation of German Employers' Associations (BDA), Berlin

2004 Law Office Schliemann Incorporated, South Africa

Academic career

2004 Second state examination in law

2002-2004 Legal clerkship at the Higher Regional Court of Cologne

2001-2002 Master-of-Laws-Programm, University of Stellenbosch, Südafrika

2001 First State Examination in Law

1996-2000 Law studies at the Albert-Ludwigs-University Freiburg i.Br. and the University of Cologne

Membership of other statutory supervisory boards

None

Membership in comparable domestic and foreign supervisory bodies

None

On agenda item No. 11.2

Elke Middelstaedt

Businesswoman

Since 2018 Substitute member for the Supervisory Board of Eckert & Ziegler Strahlen- und Medizintechnik AG

Born in 1969

Professional career

Since 2004 Juror at the Business Plan Competition Berlin Brandenburg

Since 1995 Senior business development officer or senior loan officer in changing areas at Investitionsbank Berlin

1999-2016 Managing Director of Eckert Wagniskapital und Frühphasenfinanzierung GmbH

1997-1999 Member of the Supervisory Board of Eckert & Ziegler Strahlen- und Medizintechnik AG

1993-1995 Employee at Eckert Wagniskapital und Frühphasenfinanzierung GmbH

Academic career

1990-1993 Studies of business administration (Diplom-Kauffrau, FH) in Berlin

1988-1990 Study of foreign trade in Berlin

Membership of other statutory supervisory boards

None

Membership in comparable domestic and foreign supervisory bodies

None

V. Report of the Board of Management to the Annual Stockholders' Meeting pursuant to §§ 71 par. 1 no. 8, 186 par. 4 sentence 2 AktG (agenda item 12)

The authorization to acquire and use treasury shares resolved by the Annual General Meeting of the Company on May 30, 2018 under agenda item 8 in accordance with §§ 71 (1) no. 8 AktG expires on May 29, 2023. In order to be able to continue to acquire and use treasury shares in the future, the Executive Board is to be authorized again to acquire and use treasury shares in accordance with § 71 (1) no. 8 AktG. In particular, the Executive Board is to be authorized once again, with the approval of the Supervisory Board, to resell treasury shares acquired by the Company on the basis of the above authorization or an earlier authorization in a way other than via the stock exchange or by means of offers to all shareholders. In order to maintain flexibility in the use of previously acquired treasury shares, the authorization under agenda item 12 also provides that shareholders' subscription rights may be excluded in all cases permitted by law and in particular in the following cases:

- The proposed resolution includes authorization to sell the acquired treasury shares outside the stock exchange for cash excluding subscription rights. The prerequisite for this is that the shares are sold at a price which is not significantly lower than the arithmetic mean of the XETRA closing prices of shares in the Company on the Frankfurt Stock Exchange on the last five trading days preceding the sale. This authorization makes use of the option to simplify the exclusion of subscription rights permitted under § 71 par. 1 no. 8 AktG in corresponding application of § 186 par. 3 sentence 4 AktG. The concept of protecting shareholders against dilution is taken into account by the fact that the shares may only be sold at a price which is not significantly lower than the relevant stock market price. The authorization is subject to the proviso that the shares sold with exclusion of subscription rights in accordance with § 186 par. 3 sentence 4 AktG may not exceed a total of 10% of the capital stock, either at the time of the resolution or at the time of exercise of this authorization. The authorization is in the interests of the Company because it gives it greater flexibility. For the Company, the exclusion of subscription rights opens up the opportunity to offer treasury shares to national and international investors and thus stabilize the value of the share. It can also flexibly adjust its equity to business requirements and respond to favorable stock market situations, thereby achieving the highest possible issue price for the shares by pricing them close to the market.
- The sale of treasury shares may also be effected in return for non-cash contributions to the exclusion of shareholders' subscription rights. This enables the Company to offer treasury shares directly or indirectly as consideration in connection with business combinations or in connection with the acquisition of companies, parts of companies or equity interests in companies, as well as for the acquisition of other assets for the expansion of business activities. International competition and the globalization of the economy often require consideration in the form of shares in such transactions. The authorization proposed here gives the Company the necessary scope to exploit opportunities that arise to acquire companies, parts of companies or interests in companies as well as other assets to expand its business activities quickly and flexibly both nationally and on international markets. The proposed exclusion of subscription rights takes this into account.
- It shall also be possible to offer treasury shares for purchase to employees of the Company and its affiliated companies. In addition, it should also be possible to transfer treasury shares to executives of the Company and members of the management of affiliated companies. The issue of treasury stock to executives and employees is in the interests of the Company and its shareholders, as it promotes the identification of executives and employees with their company and thus increases the value of the Company. The use of existing treasury shares as share price- and value-based

compensation components instead of a capital increase or cash payment may make economic sense for the Company. For this purpose, the subscription rights of shareholders must be excluded in order to be able to use the treasury shares as described. The members of the Executive Board of the Company shall also be given the opportunity for the Supervisory Board to offer them share-based compensation using treasury shares. The decision on this shall be made solely by the Supervisory Board as the body responsible for determining the compensation of the Executive Board. To the extent permitted by law and subject to any determinations by the Annual General Meeting, treasury shares may also be granted to members of the Supervisory Board as part of share-based compensation.

The aforementioned goals of strengthening the identification and long-term loyalty of employees and managers with the company are currently being pursued with a so-called Employee Share Participation Plan (ESPP), initially set up as a pilot project only in Germany. Within the framework of this so-called Share Matching Plan, eligible employees and managers of Eckert & Ziegler Strahlen- und Medizintechnik AG and of the affiliated companies participating in the ESPP have the opportunity, in each year in which a new tranche of the ESPP is issued, to invest a certain portion of their remuneration in shares of Eckert & Ziegler Strahlen- und Medizintechnik AG at the market price. After the expiry of a holding period of around two years, plan participants receive an additional free share in Eckert & Ziegler Strahlen- und Medizintechnik AG, the so-called matching share, for every fourth share in Eckert & Ziegler Strahlen- und Medizintechnik AG purchased under the ESPP and held throughout. The basic prerequisite is that they are employed without interruption by Eckert & Ziegler Strahlen- und Medizintechnik AG or an affiliated company until the end of the holding period. The Executive Board decides annually whether a new tranche should be issued and can, in particular, extend or change the geographical scope of the ESPP for each new tranche.

- Finally, the requested authorization to exclude subscription rights also extends to the case of the use of treasury shares to fulfill obligations of the Company from conversion rights or conversion obligations from convertible bonds issued by the Company. The injection of debt capital through convertible bonds is in the interest of the Company, as this form of financing is linked to the possibility of converting debt capital into equity to strengthen the Company's capital base, or at least to be accounted for in a manner similar to equity. However, such financing can only be achieved if holders of convertible bonds can be allotted sufficient no-par value shares in the Company upon exercise of the conversion right or fulfillment of a conversion obligation. The possibility of being able to service conversion rights not only from conditional capital but also with treasury shares makes a significant contribution to the Company's flexibility.
- In the event of a sale of treasury shares by means of an offer directed to all shareholders or the invitation to submit such an offer, the Executive Board is also to be authorized to exclude shareholders' subscription rights for fractional amounts. The option to exclude subscription rights for fractional amounts serves to represent a technically feasible subscription right. The shares excluded from shareholders' subscription rights as fractional shares will be realized either by sale on the stock exchange or otherwise in the best possible way for the Company. The dilution effect for shareholders is low due to the restriction to fractional amounts.

The aforementioned options for use may not only be used in respect of shares acquired on the basis of this authorization resolution. Rather, the authorization also covers such shares acquired in accordance with § 71d sentence 5 AktG. It is advantageous and creates further flexibility to be able to use these treasury shares in the same way as the shares acquired on the basis of this authorization resolution.

The treasury shares acquired on the basis of this authorization resolution may be retired by the Company without a further resolution by the Annual General Meeting. This does not entail any exclusion of shareholders' subscription rights. In accordance with § 237 (3) no. 3 AktG, the Annual General Meeting may resolve to cancel its fully paid-up no-par-value shares without this necessitating a reduction in the Company's capital stock. The proposed authorization expressly provides for this alternative in addition to redemption with a capital reduction. The cancellation of treasury shares without a capital reduction increases the notional interest of the remaining no-par-value shares in the capital stock. The Executive Board is therefore also to be authorized to make the necessary amendment to the Articles of Association with regard to the number of no-par value shares that changes as a result of a retirement.

The Executive Board considers the exclusion of subscription rights in the aforementioned cases to be objectively justified and appropriate vis-à-vis the shareholders when weighing up all the circumstances for the reasons outlined, also taking into account the dilutive effect to the detriment of the shareholders. The Executive Board will carefully examine in each individual case whether it will make use of the above authorizations. These options will only be utilized if, in the opinion of the Executive Board, this is in the well-understood interests of the Company and thus of its shareholders and is proportionate. If the authorization is utilized, the Executive Board will inform the Annual General Meeting following such utilization in accordance with § 71 (3) AktG.

VI. Further information and Notes

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 is convened, the Company is expected to hold 360,006 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 20,811,926.

2. Requirements for participation in the Annual General Meeting and for 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.

Registration and proof of entitlement must be received by the Company at the following address by no later than midnight (CEST) on May 31, 2023:

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 § 67c (3) AktG, i.e. proof of shareholding by the ultimate intermediary in text form (§ 126b BGB) in accordance with the requirements of Article 5 of the Implementing Regulation (EU) 2018/1212, shall be sufficient. The proof must relate to the beginning of the 21st day before the meeting (record date), i.e. to the beginning of May 17, 2023, 0:00 hours (CEST).

The record date is the relevant date for determining shareholder status with regard to participation in the Annual General Meeting and the exercise of voting rights. Pursuant to S § 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 are deemed to be shareholders who have provided evidence of their shareholder status on 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.

To ensure timely receipt of admission tickets to the Annual General Meeting, 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.

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 § 135 (8) of the German Stock Corporation Act (AktG), by issuing a corresponding power of attorney. The following should be noted:

Even in the case of authorization, timely registration and timely proof of share ownership are 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 § 135 (8) of the German Stock Corporation Act (AktG), special features must generally be observed, which must be enquired about with the person to be authorized in each case. We therefore ask shareholders who wish to authorize an intermediary, a shareholders' association or another person or institution equivalent to these pursuant to § 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 or electronically until the end (24:00 hours (CEST)) of June 6, 2023 (receipt) as follows:

Eckert & Ziegler Strahlen- und Medizintechnik AG
c/o Computershare Operations Center
80249 München
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 for which they have received express instructions from the shareholders. Shareholders wishing to grant power of attorney to the proxies appointed 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/de/startseite/investoren/hauptversammlung/>. can be downloaded.

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 close of business (24:00 hours (CEST)) on June 6, 2023 (receipt) by mail or electronically to the address stated below:

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

4. Additional information on the exercise of voting rights

If proxies and, if applicable, instructions are issued in due time by more than one means (letter, e-mail, or pursuant to § 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)), they will be considered in the following order regardless of the time of receipt: 1. pursuant to § 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 and 3. by letter.

If several powers of attorney and instructions are received in due time by the same means of transmission, the declaration received last in time 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 voting right exercise 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 § 134a AktG and a person equivalent to these pursuant to § 135 (8) AktG.

If an intermediary, a shareholders' association, a voting rights advisor pursuant to § 134a AktG and a person equivalent to these pursuant to § 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.

If an individual vote is held on an agenda item instead of a collective vote, the instruction issued for this agenda item shall apply accordingly to each item of the individual vote.

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

Shareholders and their proxies have the option of exercising their voting rights by authorizing the proxies nominated by the Company as specified in more detail in item 3 above. No resolution is proposed under agenda item 1 and therefore no vote is planned (for explanation see there). The planned votes on agenda items 2 to 5 and 7 to 13 are binding, those on agenda item 6 are recommendatory. Shareholders can vote "Yes" (in favor) or "No" (against) or abstain from voting on all items.

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 § 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 before the Annual General Meeting, not including the day of receipt, i.e. no later than midnight (CEST) on May 7, 2023.

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

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

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 to be announced will be published immediately after receipt of the request in the German Federal Gazette and forwarded for publication to media which can be expected to disseminate the information throughout the European Union. In addition, they will be communicated to shareholders on the internet at <https://www.ezag.com/de/startseite/investoren/hauptversammlung/> and in other statutory ways.

7. Countermotions and election proposals by shareholders

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

Countermotions pursuant to § 126 AktG which are sent to the Company, including a statement of grounds, at least 14 days before the Annual General Meeting, i.e. by midnight (CEST) on May 23, 2023, to the address given below, shall be made available on the Company's website, stating the name of the shareholder, the 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 § 126 (2) AktG applies. The statement of grounds need not be made available if it exceeds 5,000 characters in total.

The provisions of § 126 AktG described above 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, practiced profession 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 §§ 126 par. 1, 127 AktG are to be sent exclusively to the following address

Eckert & Ziegler Strahlen- und Medizintechnik AG
Investor Relations
Robert-Rössle-Str. 10
13125 Berlin
E-Mail: ir@ezag.de

Countermotions and election proposals from shareholders to be made accessible will be published on the internet at <https://www.ezag.com/de/startseite/investoren/hauptversammlung> Provided they have been received in good time by the Company at the above address.

Please note that even if countermotions and election proposals have already been submitted to the Company in advance, they will only be considered at the Annual General Meeting if they are (again) submitted orally. The right of shareholders to submit countermotions to items on the agenda or to make election proposals during the Annual General Meeting is independent of any prior communication to the Company.

The right of the chairman of the meeting to have the proposals of the administration put to the vote first shall remain unaffected by this, unless the law provides otherwise.

8. Right to information

Pursuant to § 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 § 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/de/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 (data 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 admission ticket) 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 scope of the legal obligations and subsequently deleted. You have the right to information, rectification, restriction, objection and deletion regarding the processing of your personal data at any time under the legal requirements, as well as a right to data transfer in accordance with Chapter III DSGVO.

You can assert these rights free of charge against the company via the e-mail address below or via the following contact details:

Eckert & Ziegler Strahlen- und Medizintechnik AG
- Data Protection 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 pursuant to Art. 77 DSGVO.

You can reach our company data protection officer at:
Eckert & Ziegler Strahlen- und Medizintechnik AG
- Data Protection Officer -
Robert-Rössle-Str. 10
13125 Berlin
E-Mail: datenschutz@ezag.de

Berlin, April 2023
Eckert & Ziegler Strahlen- und Medizintechnik AG
The Executive Board

Notice:

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 und Ziegler Strahlen- und Medizintechnik AG Formal indication according to DVO: 79e270f9b2bced118143005056888925
A2	Type of communication	Invitation to the Annual General Meeting Formal information according to DVO: NEWM
B1	ISIN	DE0005659700
B2	Issuer name	Eckert & Ziegler Strahlen- und Medizintechnik AG
C1	Date of the general meeting	07.06.2023 Formal information according to DVO: 20230607
C2	Time of the general meeting	10:30 CEST Formal information according to DVO: 8:30 Uhr UTC
C3	Type of general meeting	Annual general meeting Formal information according to DVO: GMET
C4	Location of the general meeting	at the Max Delbrück Communications Center (MDC.C) on the Campus Berlin-Buch, Robert-Rössle-Str.10, 13125 Berlin
C5	Recording date	17.05.2023, 0:00 Uhr (MESZ) (Record Date) Formal information according to DVO: 20230516
C6	Uniform Resource Locator (URL)	https://www.ezag.com/de/startseite/investoren/hauptversammlung/
D2	Deadline for participation	31.05.2023, 24:00 CEST Formal information according to DVO: 20230531, 22:00 Uhr (UTC)

This translation is provided for convenience only. The German version is the sole legally binding version.