

REPORT OF THE SUPERVISORY BOARD

Dear Shareholder,

In fiscal year 2024, the Supervisory Board properly fulfilled the tasks incumbent upon it according to the law, the Articles of Association, and the rules of procedure. It continuously monitored the Executive Board and advised it on its corporate management activities. The Supervisory Board was directly involved in all decisions of fundamental importance to the company.

The Executive Board regularly, promptly, and extensively informed the Supervisory Board about corporate planning, business performance, and strategic progress, as well as the Group's current situation.

The Chairman of the Supervisory Board was also regularly informed by the Chairman of the Executive Board outside Supervisory Board meetings about current developments and significant business transactions. Moreover, the Chairman of the Supervisory Board and the Chairman of the Executive Board regularly exchanged views on issues related to strategy, planning, general business development,

the risk situation and risk management, and compliance. A total of six meetings of the full Supervisory Board were held in the reporting period. Where necessary between meetings, resolutions were passed by circular resolution. Six written resolutions were passed in this form in the 2024 financial year. The Remuneration Committee met six times in the reporting period, all of which were held as video conferences. The Nomination Committee met seven times, of which three meetings were held in person and four as video conferences. The Audit Committee met nine times, once in person and eight times by video conference. Where necessary, the Supervisory Board also granted approvals by written procedure. Resolutions of fundamental importance were made either on the basis of meaningful documents or in direct discussion with the Executive Board. The attendance rate at the meetings of the Supervisory Board, the Audit Committee and the Remuneration Committee was 100% in each case and 93% at the meetings of the Nomination Committee. The following table discloses individualized participation.

Supervisory Board Members	Supervisory Board/ Meetings	Supervisory Board/ Attendance Rate	Audit Committee	Remuneration Committee	Nomination Committee
	Videoconf.: 1 Presence: 5		Videoconf: 7 Presence: 1	Videoconf: 2 Presence: 1	Videoconf: 3 Presence: 6
Dr Andreas Eckert (Chairman)	6/6	100%			
Prof Dr Helmut Grothe (Deputy Chairman)	6/6	100%	9/9		
Paola Eckert-Palvarini	6/6	100%			
Dr Edgar Löffler	6/6	100%		6/6	7/7
Frank Perschmann	6/6	100%		6/6	6/7
Albert Rupprecht	6/6	100%	9/9		
Total attendance rate		100%	100%	100%	93%



DR ANDREAS ECKERT
Chairman of the Supervisory Board

KEY TOPICS ADDRESSED BY THE SUPERVISORY BOARD

The following key topics formed the focus of the individual Supervisory Board meetings:

At the meeting on 23 January 2024, the Executive Board reported on the preliminary key figures for the 2023 financial year, the economic situation and the current status of key projects. The Supervisory Board also discussed the further development of the existing risk management system, the corporate governance declaration and the sustainability report. The constituent meeting of the Supervisory Board of Eckert & Ziegler SE also took place against the backdrop of and in preparation for the company's change of legal form to a Societas Europaea (SE), which took place on 19 March 2024.

The main subject of the meeting on 19 March 2024 was the audit of the annual financial statements and the combined management report for the Group and the company as well as the remuneration report. The Executive Board also provided information on the status of current projects. In addition, the company's risk report, which describes the most important risk positions and risk management in the Group, was approved. With a view to the further development of the company, the Supervisory Board decided to propose a spin-off of Pentixapharm AG to the Annual General Meeting.

The meeting on 26 June 2024 focused on preparations for the Annual General Meeting.

At the Supervisory Board meeting on August 8, 2024, the Supervisory Board dealt in particular with GalliaPharm® and a possible expansion of production capacities as well as the internal control system (ICS).

The meeting on 18 October 2024 focused on the presentation and approval of the budget for the financial years 2025–2029 and the presentation of the preliminary business figures for the fourth quarter of 2024. The strategic direction of the Medical and Isotope Products segments was discussed. Following a detailed discussion of corporate governance issues, the Executive Board and Supervisory Board also approved the updated declaration of compliance in accordance with Section 161 AktG. Another topic was the annual self-assessment of the Supervisory Board.

At its meeting on 13 December 2024, the Supervisory Board dealt in particular with strategic options for dealing with the Braunschweig production site.

Other key topics were personnel changes in the management team, such as the planned stepping down of Jutta Ludwig from the Executive Board and Frank Perschmann from the Supervisory Board at the turn of the year. This was accompanied by the appointment of Dr Gunnar Mann to the Executive Board and of Jutta Ludwig to the Supervisory Board.

COMMITTEE ACTIVITIES

Remuneration Committee

The members of the Remuneration Committee are:

- Dr Edgar Löffler
- Frank Perschmann (until 31 December 2024)
- Prof Dr Helmut Grothe (since 1 January 2025)

The **Remuneration Committee** met six times during the reporting period and dealt in particular with the Executive Board contracts and the review of bonus and profit-sharing entitlements. The committee prepared an internal (vertical) comparison for the Supervisory Board. This analyzed the ratio of Executive Board remuneration to the remuneration of senior management and the company's workforce, including its affiliated companies, considering the development over time. The Remuneration Committee also drew up an external (horizontal) comparison, in which companies from a peer group were taken into consideration and then issued a recommendation. It reviewed the remuneration report and recommended that the Supervisory Board approve it.

Audit Committee

The members of the Audit Committee are:

- Albert Rupprecht (Chairman)
- Prof Dr Helmut Grothe

The **Audit Committee** meets the requirements of Arts. 100(5) and 107(4) sentence 3 AktG, according to which at least one member must have expertise in the field of accounting and at least one other member must have expertise in the field of auditing, and according to which the members as a whole must be familiar with the sector in which the Company operates.

The Audit Committee met nine times in the financial year 2024. The meetings focused on monitoring the accounting process and on issues relating to the effectiveness of the internal control system and its further development, the effectiveness of the risk management system, and the internal audit system.

The individual meetings of the Audit Committee also focused on the following topics:

At its meeting on 17 January 2024, the Audit Committee dealt with the preparatory work for the annual financial statements and the consolidated financial statements. It also dealt with the internal control system (ICS).

The focus of the meeting on 21 February 2024 were the annual financial statements, the consolidated financial statements and the remuneration report. The committee also dealt with the quality of the audit and the focal points of the audit for the annual financial statements. Other topics included the dependent company report and reporting in the management report regarding the internal control system (ICS) and the risk management system (RMS). To optimize the risk early warning system, key projects are to be subjected to a stochastic simulation (Monte Carlo simulation) in future.

The meeting on 13 March 2024 focused on the annual and consolidated financial statements.

At the meeting on 16 May 2024, the Audit Committee again dealt with the internal control system (ICS) and risk management system (RMS) as well as the dependency report, sustainability reporting, the taxonomy and the quality assessment of the audit.

The focus of the meeting on 18 July 2024 was a report by the Chairman of the Executive Board followed by a detailed exchange of views, in particular on the development of the company, the internal control system (ICS), the risk management system (RMS) and the optimization of the cost of capital.

At its meeting on 10 October 2024, the Audit Committee dealt in particular with the preparation of sustainability reporting and the taxonomy. In addition, the requirements for risk management due to regulatory changes resulting from the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS) were discussed.

The meetings on 8 and 19 November and 5 December 2024 focused on the preparation of the audit for the 2024 financial year and the consequences of the fact that the CSRD is not expected to be transposed into national law this year.

In addition, the members of the Audit Committee regularly attended training sessions. In the reporting period, training focused on the topics of sustainability and risk analysis. These included, in particular, the regulatory requirements of CSRD/ESRS, materiality analysis and taxonomy reporting. In the area of risk analysis, both the Audit Committee and the full Supervisory Board received practical training on the topics of scenario analysis, Monte Carlo simulation and risk aggregation with the aim of using the results of a simulation to weigh up risk and return and to be able to make a risk-appropriate assessment.

Nomination Committee

The members of the Nomination Committee are:

- Dr Edgar Löffler
- Frank Perschmann (until 31 December 2024)
- Prof Dr Helmut Grothe (since 1 January 2025)

The **Nomination Committee** held seven meetings in 2024. It dealt in detail with the restructuring of the Executive Board as of 1 January 2025 and the changes in the Supervisory Board. In addition, a plan was initiated for the development of the Executive Board from 2025 onwards and the following years.

The Supervisory Board was kept regularly and comprehensively informed about the work of the committees.

CORPORATE GOVERNANCE PRINCIPLES

In the period under review, the Supervisory Board continued to deal with the further development of the standards of good and responsible corporate governance, considering the German Corporate Governance Code as amended on 28 April 2022. On 3 December 2024, the Executive Board and the Supervisory Board issued a new Declaration of Conformity with the German Corporate Governance Code. Additional details regarding Corporate Governance are available in the Group's Corporate Governance Report, which is published on the Group's website in connection with the Declaration on Compliance. In the period under review, there were no conflicts of interest among members of the Supervisory Board.

EFFICIENCY REVIEW

The Supervisory Board regularly evaluates how effective it is as a body as a whole and how its committees perform their duties. A comprehensive review was conducted in September 2024. The results were discussed by the Supervisory Board in October 2024. No significant deficiencies were identified. The next review is planned for the current financial year.

TRAINING AND CONTINUING EDUCATION

The members of the Supervisory Board are responsible for the training and continuing education measures required for their tasks, such as on changes in the legal framework, and are supported in this by the company. In the reporting year, targeted training was provided on the topics of risk assessment using Monte Carlo simulation, sustainability reporting and new legislation relevant to the Supervisory Board and the capital market. In addition, the Supervisory Board regularly informed itself about market developments in nuclear medicine, for example by attending congresses and trade fairs.

AUDIT OF THE ANNUAL FINANCIAL STATEMENTS 2024

The annual financial statements of Eckert & Ziegler SE, the consolidated financial statements of the Eckert & Ziegler Group, and the combined management report were audited, together with the accounting system, by the auditors appointed by the Annual General Meeting for fiscal year 2024, Forvis Mazars GmbH & Co. KG Wirtschaftsprüfungsgesellschaft Steuerberatungsgesellschaft, Berlin, Germany. The auditor has concluded that all legal requirements have been met and has granted an unqualified auditor's opinion. Furthermore, the auditor has concluded that the Executive Board has implemented the measures incumbent upon it pursuant to Section 91 (2) of the German Stock Corporation Act (Aktiengesetz, AktG) regarding the establishment of a risk-monitoring system in a suitable form and that this system is suitable for the early detection of developments that endanger the continued existence of the company as a going concern. In regard to the report presented by the Executive Board on the company's relationships to affiliated enterprises in accordance with Section 312 AktG (affiliated company report), the auditor has confirmed that the statements made in the report are correct and that the payments made by the company for the legal transactions listed in the report were not inappropriately high.

The annual financial statements, including the combined management report, the affiliated company report and the auditor's audit report, were submitted to the Supervisory Board. A representative of the auditor took part in the Supervisory Board's balance-sheet meetings on 25 March and 10 April 2025 and reported on the key findings of the audit. The Supervisory Board acknowledged and approved the auditor's results.

Based on its subsequent examination, the Supervisory Board raises no objections against the audited annual financial statements, the combined management report and the affiliated company report, including the Executive Board's concluding statement. The Supervisory Board therefore approved the annual financial statements of Eckert & Ziegler SE and the consolidated financial statements of the Eckert & Ziegler Group. The annual financial statements of Eckert & Ziegler SE are thereby adopted. The Supervisory Board concurs with the Executive Board's recommendation on the appropriation of net profit.

PERSONNEL CHANGES IN THE EXECUTIVE BOARD AND SUPERVISORY BOARD

As planned, Jutta Ludwig left the Executive Board and Frank Perschmann left the Supervisory Board on 31 December 2024. Dr Gunnar Mann, who holds a doctorate in physics, was appointed to the Executive Board with effect from 1 January 2025. Jutta Ludwig moved to the Supervisory Board on 1 January 2025.

ACKNOWLEDGMENT

The Supervisory Board would like to thank the Executive Board and all employees for their outstanding performance in the financial year 2024.

Berlin, April 2025
For the Supervisory Board



DR ANDREAS ECKERT
Chairman of the Supervisory Board