

REMUNERATION REPORT

2025



Eckert & Ziegler
Contributing to saving lives

REMUNERATION REPORT 2025

REMUNERATION SYSTEM

Eckert & Ziegler SE has retained a dualistic management system and is legally represented by the members of its Executive Board. Other executive bodies are the Supervisory Board and the General Meeting. The decision on the remuneration system for the Executive Board is made by the Supervisory Board of Eckert & Ziegler SE. The publication and presentation of the remuneration report comply with the requirements of Sections 162 and 120 a (4) of the German Stock Corporation Act (AktG).

Basic features of the remuneration system for members of the Executive Board of Eckert & Ziegler SE

The Executive Board remuneration system is oriented towards providing an incentive for positive long-term company development. The remuneration comprises fixed and performance-related variable components. In addition to the Executive Board duties and the area of responsibility assigned, the criteria for determining the total remuneration also include the economic success and the reference environment of the Eckert & Ziegler Group. In addition, the remuneration of the Executive Board is geared towards long-term and sustainable development.

Determination, implementation and review of the remuneration system

The remuneration system for members of the Executive Board was revised in 2022 by the Supervisory Board as a full executive body of the former Eckert & Ziegler Strahlen- und Medizintechnik AG, taking into account the requirements of the German Act on the Appropriateness of Executive Board Remuneration (VorstAG). It is implemented by the Supervisory Board as a full executive body when concluding individual Executive Board contracts.

In addition, a Remuneration Committee appointed by the Supervisory Board monitors and evaluates the system. This committee regularly reviews the appropriateness of the remuneration. In a horizontal comparison, remuneration levels of companies of a comparable size and complexity are taken into account. These are companies that are listed in the same stock market segment (Prime Standard) as the company and have a similar balance sheet total and a comparable EBIT. In a vertical comparison, remuneration levels below the Executive Board and the average remuneration of employees in the Eckert & Ziegler Group are analysed. Finally, the development over time is also taken into account.

If the Remuneration Committee identifies a need to adjust the remuneration system, it will discuss changes to it, adopt a resolution and inform the full Supervisory Board of any adjustment measures that it considers appropriate or necessary. Changes to the remuneration system are decided by the full Supervisory Board. In the event of changes, the Supervisory Board will submit the amended remuneration system to the next Annual General Meeting for approval.

Composition of the remuneration

The total remuneration of the Executive Board consists of fixed annual basic remuneration, including certain fringe benefits (together: fixed remuneration), as well as variable remuneration components with short-term incentives (STI) and long-term incentives (LTI).

Fixed remuneration

The fixed remuneration of the members of the Executive Board consists of a fixed monetary amount (basic remuneration) and benefits in kind (fringe benefits), which are paid out in equal monthly instalments. The fringe benefits, which mainly consist of the use of a company car, telephone and insurance premiums, are taxable for the individual member of the Executive Board. In principle, all members of the Executive Board are entitled to the same amount, though the amount may vary depending on their personal situation. They are also entitled to the reimbursement of entertainment expenses and travel expenses at the maximum tax rates.

The company maintains directors' and officers' liability group insurance (D&O insurance) for the executive bodies of the Eckert & Ziegler Group. There is also insurance cover in the form of group accident insurance and criminal defence insurance.

The fixed remuneration is based on market conditions and reference figures from other companies.

Variable remuneration

In addition to the basic remuneration, the members of the Executive Board generally receive two variable remuneration components: a remuneration component to be paid annually, known as a short-term incentive (STI), and a multi-year variable remuneration component, known as a long-term incentive (LTI).

For the two variable remuneration elements, performance orientation and sustainability are the basic principles for measuring performance. The Supervisory Board ensures that the targets for all elements of variable remuneration are ambitious, while at the same time ensuring a balanced risk/reward profile.

Short-term variable remuneration component, short-term incentive (STI)

The STI is primarily based on a percentage of the cumulative net income for the year of the Group as a whole, whereby a segment for which the Executive Board member is directly responsible can be weighted more heavily than other parts of the Group. The short-term variable component is due if an annual profit is achieved and predefined framework conditions, including non-financial parameters such as compliance with regulations, have been met. The achievement of the threshold values and the non-financial parameters is determined by the Supervisory Board after the company's consolidated financial statements have been adopted.

Project-related individual bonuses can be agreed as further STI components, which are based only on an annual evaluation of successes and thus either on the achievement of specific targets or on a percentage share of annual profit.

If the targets are not achieved, the short-term variable remuneration can drop to zero. If the targets are significantly exceeded, the short-term variable remuneration for members of the Executive Board is limited to a maximum of 120–150% of the basic salary.

It is paid out in the following year, one month after the Annual General Meeting.

The annual short-term variable remuneration component should not exceed 40% of the long-term variable remuneration components with respect to target setting.

Long-term variable remuneration component, long-term incentive (LTI)

The LTI is calculated on the basis of the long-term growth in net income for the year in the direct area of responsibility of the respective member of the Executive Board, provided 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 increase in the company's profit, but also in the level of the company's market capitalisation. The achievement of the financial performance indicator is also determined by the Supervisory Board when the company's consolidated financial statements are adopted.

Pension expense

Company pension scheme contracts may be concluded for individual members of the Executive Board; these are usually direct insurance policies with deferred compensation.

Other remuneration-related regulations

The contracts with members of the Executive Board are, without exception, fixed-term contracts that may be concluded for up to six years in accordance with the provisions of the Articles of Association of Eckert & Ziegler SE. There is no provision for ordinary termination of the contract. The contract terms currently vary for the members of the Executive Board and are never longer than three and a half years.

In the event of departure during the year, the entitlement of the respective member of the Executive Board is granted on a pro rata temporis basis.

Remuneration paid by other companies in the Eckert & Ziegler Group is taken into account towards the remuneration from the Executive Board contract.

The Supervisory Board is authorised to reduce the remuneration of the Executive Board in accordance with Section 87 (2) of the German Stock Corporation Act (AktG). It also reserves the right to take into account extraordinary developments to a reasonable extent. In justified cases, the variable remuneration may be withheld or reclaimed.

Violations of compliance rules and Group-wide compliance guidelines from previous periods can also reduce current bonuses (clawback). On the one hand, the objective of this approach is to emphasise the importance of compliance within Eckert & Ziegler SE. Moreover, for the sake of sustainable development, the aim is to strengthen the Group's reputation through a modern, value-driven corporate culture.

The Supervisory Board reserves the right to agree on a post-contractual non-competition clause and has made use of this with regard to the contract with the Chairman of the Executive Board.

The remuneration system for members of the Supervisory Board of Eckert & Ziegler SE

The remuneration of the Supervisory Board was adopted by the Annual General Meeting on 26 June 2024 and is set out in Section 13 of the Articles of Association of Eckert & Ziegler SE dated 27 June 2024.

The members of the Supervisory Board receive fixed annual remuneration. This promotes the long-term development of the company, as decisions are not driven by the achievement of bonus targets.

The details are as follows: The basic remuneration of a member of the Supervisory Board is €35,000. Higher remuneration is to be paid to the Chairman and Deputy Chairman of the Supervisory Board and the Chair of the Audit Committee. It amounts to three times the basic remuneration for the Chairman of the Supervisory Board and one and a half times the basic remuneration for the Deputy Chairman and the Chair of the Audit Committee. Regular members of committees receive additional fixed annual remuneration of €8,000, provided these committees meet. Where a member has not been on the board for a full year, the respective member receives remuneration on a pro rata temporis basis. In addition, each member of the Supervisory Board receives an attendance fee of €500 for each attendance at a Supervisory Board meeting for which an agenda was enclosed with the invitation and meeting minutes were taken, as well as for attendance at committee meetings.

The remuneration of the Supervisory Board was adjusted during the 2023 financial year and again in 2024. The following table shows the changes to the fees to be paid to Supervisory Board members since 2021:

in €	per year since 1 July 2021	per year since 1 September 2023	per year since 1 July 2024
Supervisory Board total			
Basic remuneration	18,000	25,000	35,000
Chairman of the Supervisory Board	36,000	70,000	105,000
Deputy Chairman	24,000	35,000	52,500
Chair of the Audit Committee	16,000	18,000	52,500
Committee members:			
Audit Committee	8,000	9,000	8,000
Remuneration Committee	5,000	8,000	8,000
Nomination Committee	5,000	8,000	8,000
Meetings (Supervisory Board in general and committees):			
Supervisory Board attendance fee per attendance	1,000	500	500
Committee attendance fee per attendance			500

Figure: Development of the remuneration for the Supervisory Board of Eckert & Ziegler SE

The remuneration is payable after the end of the Annual General Meeting.

Eckert & Ziegler SE reimburses the members of the Supervisory Board for the expenses directly associated with the performance of their duties as well as any value-added tax payable on the remuneration.

As part of remuneration reporting, the Executive Board and the Supervisory Board of Eckert & Ziegler SE prepare this remuneration report in accordance with Section 162 of the German Stock Corporation Act (AktG). The remuneration report for the 2024 financial year was submitted to the Annual General Meeting for adoption in accordance with Section 120a (4) of the German Stock Corporation Act (AktG) and approved on 18 June 2025.

Individual remuneration of the members of the Executive Board of Eckert & Ziegler SE for the year 2025

In 2025, the Executive Board consisted of Dr Harald Hasselmann as Chairman (CEO) with an additional focus on the Medical segment, Dr Gunnar Mann as Chief Operating Officer (COO) with a focus on the Medical segment, and Franklin B. Yeager (until 31 December 2025) with a focus on the Isotope Products segment.

Current deviations from the remuneration system

Mr Yeager has been CEO of the subsidiary Eckert & Ziegler Isotope Products Inc. since 2001. The Executive Board activities were estimated at around 10%, meaning that he spends 90% of his time on the management of the Isotope Products segment. For this reason, he continues to receive his entire remuneration via Eckert & Ziegler Isotope Products Inc. This report includes 100% of his remuneration granted and owed by Eckert & Ziegler Isotope Products Inc. The STI components represent a percentage of net revenue and annual qualitative targets that relate exclusively to the result of the Isotope Products segment.

In a deviation from the remuneration system, Mr Yeager is also subject to different values for the maximum variable remuneration. No maximum limit was agreed for Mr Yeager's STI. He will receive 5.05% of the net revenue of the Isotope Products segment as well as two target-based bonuses totalling a maximum of USD 32 thousand.

Entitlement of the Executive Board members for activities in 2025

In addition to the fixed remuneration, the Chairman of the Executive Board receives a short-term incentive bonus in the form of an annual bonus as a variable remuneration component. The amount of the bonus is based on the net profit of the Eckert & Ziegler Group. For the calculation, a distinction is made between the Medical segment and the rest of the Group, where Dr Hasselmann only bears indirect responsibility. The Chairman of the Executive Board will receive a bonus of 6% on net profits that exceed the threshold of €14 million in the Medical segment. Dr Hasselmann will receive a bonus of 2% on net profits that exceed the threshold of €7 million in the rest of the Group. However, the sum of the two components is limited to 150% of the basic salary. In the 2025 financial year, the calculated amounts reached the maximum value. The bonus of €540 thousand will be paid out in 2026.

Dr Mann, as Chief Operating Officer, also receives a short-term incentive bonus in the form of an annual bonus. This is based on the net profit of the Medical segment, for which the Executive Board member has direct responsibility, and takes the rest of the Group into account in the calculation, with different percentages. The Executive Board member will receive a bonus of 4% on net profits that exceed the threshold of €28.5 million in the Medical segment in 2025. Dr Mann will receive a bonus of 1% on net profits in the rest of the Group above the threshold of €14.3 million set for 2025. In addition, it is stipulated that at least one third of the STI volume must result from the qualitative objectives. The total of the annual target bonuses and management bonuses is limited to 150% of the annual basic salary. In addition to the STI based on net profit, Dr Mann participates in a target bonus system in accordance with the remuneration system, the targets of which are redefined annually with the Executive Board. The bonus payment is linked to the achievement of project targets and milestones and is limited to a maximum of €120 thousand per year. For the year 2025, premium claims from the project targets totalled €105 thousand. In the financial year, the short-term bonus and the target bonus totalled €299 thousand. The bonus and the target bonuses will be paid out for the first time in 2026.

Frank Yeager will receive a bonus of 5.05% of the net revenue of the Isotope Products segment. The STI bonus amounts to USD 910 thousand and the target-based bonus to USD 32 thousand. The calculated amounts totalling USD 942 thousand will be paid out in 2026.

The following table contains details of the performance criteria applied and the target achievement values for the STI bonus and the target-based bonus.

Information on the performance criteria applied			
Name of the member of the executive body, position	Description of the performance criteria	Measured output year 2025	Corresponding remuneration earned
Dr Harald Hasselmann Chairman of the Executive Board from 08.06.2023	The short-term variable remuneration consists of two parts: 1.) The annual bonus is based on the net profit of the Medical segment; if this exceeds €14 million, 6% is calculated on the excess return	€18,967 thousand	€540 thousand (max. achieved)
	2.) The annual bonus is based on the net profit of the rest of the Eckert & Ziegler Group (excluding the Medical segment); if this exceeds €7 million, 2% is calculated on the excess return	€8,797 thousand	
Dr Gunnar Mann Member of the Executive Board	The short-term variable remuneration consists of three parts: 1.) The annual bonus is based on the net profit of the Medical segment; if this exceeds €28.5 million, 4% is calculated on the excess return	€4,467 thousand	€179 thousand
	2.) The annual bonus is based on the net profit of the rest of the Eckert & Ziegler Group (excluding the Medical segment); if this exceeds €14.3 million, 1% is calculated on the excess return	€1,497 thousand	€15 thousand
	3.) Achievement of project targets		€105 thousand
Franklin Yeager Member of the Executive Board until 31.12.2025	1.) 5.05% of net sales in the Isotope Products segment (payout in USD)	€18,014 thousand	USD 910 thousand
	2.) Achievement of project targets		USD 32 thousand

Due to the company's favourable economic situation, the Supervisory Board did not feel the need to reduce the remuneration of the Executive Board.

As part of the stock split of ABC at a ratio of 1:2 resolved by the Annual General Meeting on 18 June 2025, all share-based remuneration programmes will be adjusted proportionately. The other programme conditions remain unchanged. The adjustment is being made to ensure the economic equality of the beneficiaries.

The following table shows the shares vested and transferred to the members of the Executive Board:

Information on the shares vested or transferred [in units].				
	Opening balance	Change in the financial year		Closing balance
	Shares vested as at 1 January 2025 (after stock split)	Shares vested in 2025	Shares transferred in 2025	Shares vested as at 31 December 2025 (after stock split)
Dr Harald Hasselmann	63,909	62,541		126,450
Member of the Executive Board until 07.06.2023				
Chairman of the Executive Board from 08.06.2023				
Dr Gunnar Mann	0	12,545		12,545
Member of the Executive Board from 01.01.2025				
Dr Lutz Helmke	6,450		-6,450	0
Member of the Executive Board until 07.06.2023				
	70,359	75,086	-6,450	138,995

Due to the termination of Dr Lutz Helmke's Executive Board contract in 2023, the promised 6,450 shares (after stock split) were transferred in 2025.

As a long-term incentive component, the Chairman of the Executive Board will receive a share package of 1,200 shares per € million of excess return for the Group's cumulative excess return at the end of the contract term. An annual net profit of €25 million is set as the starting point. In the 2025 financial year, the maximum number of 120,000 shares (after stock split) was reached due to the shares already promised from previous years and the calculated entitlements from the current financial year. The entitlement for 2025 was therefore reduced accordingly.

As a long-term incentive component for the Group's cumulative excess returns, Dr Gunnar Mann will receive a share package of 500 shares per € million excess return at the end of the contract term. The threshold value for the excess return is set at €40.4 million for 2025, €44.3 million for 2026 and €58.3 million for 2027, i.e. a cumulative total of €143 million. The excess return consists of the difference between the threshold values and the amounts specified in the annual financial statements. The long-term incentive is capped at 45,000 shares (after stock split). The value of the shares may not exceed the maximum remuneration in accordance with the "Remuneration system EZAG from the AGM 2022".

Remuneration granted and owed to the Executive Board in the 2025 financial year

The following disclosure of remuneration for the 2025 reporting and financial year is made in accordance with Section 162 of the German Stock Corporation Act (AktG). It comprises the remuneration granted and owed within the meaning of Section 162 (1) sentence 1 of the German Stock Corporation Act (AktG). In deviation from the presentation of the previous year, the remuneration components already promised and earned for which the underlying activity has already been fully performed are included in the presentation.

The basic salary granted and paid in the 2025 financial year was paid in the form of fixed monthly remuneration payments. In addition, the members of the Executive Board were promised a performance-related bonus for the 2025 financial year. The entitlement to this bonus arose on the basis of the performance targets achieved in the financial year and is deemed to have been earned, but will not be paid out until the following year 2026 in accordance with the contractual provisions.

As the long-term variable remuneration component (LTI) is granted as a fixed number of shares – irrespective of the share price – the LTI component is valued at the share price at the time the LTI agreement was signed. This price is reflected accordingly in the share-based remuneration expense recognised.

Information on total remuneration and remuneration components								
Name of the member of the executive body, position	Fixed remuneration components		Variable remuneration components			Total remuneration in €	Relative share of variable remuneration in total remuneration in %	Relative share of fixed remuneration in total remuneration in %
	Basic salary in €	Other fringe benefits in €	Short-term (≤ 1 Y) in €	Long-term (>1 Y) in €	Pension expenses in €			
Dr Harald Hasselmann	360,000	40,710	540,000	1,010,246	614	1,951,570	79.4	20.6
Member of the Executive Board until 07.06.2023								
Chairman of the Executive Board from 08.06.2023								
Franklin Yeager	336,797	19,888	801,451		15,496	1,173,632	68.3	31.7
Member of the Executive Board from 01.01.2023 until 31.12.2025								
Dr Gunnar Mann	240,000	35,654	298,632	197,332	2,110	773,728	64.1	35.9
Member of the Executive Board from 01.01.2025								

The remuneration granted and owed for 2025 was paid to Dr Hasselmann and Dr Mann in accordance with the principles of the remuneration system.

Comparative presentation of the remuneration and earnings development for the members of the Executive Board

The vertical comparison in accordance with Section 162 (1) sentence 2 no. 2 of the German Stock Corporation Act (AktG) is described below. For the 2025 financial year, the respective annual changes are shown for all three comparative figures – the change in Executive Board remuneration, the company's earnings performance and the change in average employee remuneration. For the first time, both the fixed remuneration components received in the respective year (fixed salary and fringe benefits) and the variable remuneration promised and earned for the financial year are included in order to ensure an accrual-based comparison with the company's earnings situation. The values of the previous year's remuneration reports, which were still based on the strict inflow, were adjusted accordingly. As the long-term variable remuneration component (LTI) is granted as a fixed number of shares – irrespective of the respective share price – the LTI component is valued in this comparison at the share price at the time the LTI agreement was signed. Benefits granted in connection with the termination of the employment relationship are not taken into account. These are shown separately in the table "Actual remuneration received by the Executive Board".

The vertical comparison for all variables is presented over a five-year period from 2021 to 2025 (FY-5 to FY).

Information on the remuneration comparison pursuant to Section 162 (1) sentence 2 no. 2 of the German Stock Corporation Act (AktG)

Change on previous year 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 the remuneration of the members of the executive bodies					
Dr Harald Hasselmann Member of the Executive Board until 07.06.2023 Chairman of the Executive Board from 08.06.2023		-3.09	35.35	171.79	7.64
Franklin Yeager Member of the Executive Board from 01.01.2023 until 31.12.2025				n.a.	-14.55
Dr Gunnar Mann Member of the Executive Board from 01.01.2025					n.a.
Dr Andreas Eckert Member and Chairman of the Executive Board until 7 June 2023		-35.01	-50.03	-100.00	n.a.
Dr Lutz Helmke Member of the Executive Board until 07.06.2023		-32.33	-69.66	-100.00	n.a.
Jutta Ludwig Member of the Executive Board from 01.01.2023 until 31.12.2024				-6.84	n.a.
Hakim Bouterfa Member of the Executive Board from 01.01.2023 until 31.12.2023					n.a.
Development of the company's earnings					
Net income EZAG (stand alone)	30.2	-16.8	61.9	-25.6	-61.7
Net income E&Z Group	50.9	-15.2	-10.2	26.6	46.5
EBIT E&Z Group	40.8	-1.4	-2.9	31.9	23.0
Change in the average remuneration of employees					
Employees of the German companies	2.8	3.5	8.9	4.4	2.9

Absolute figures in €	2021	2022	2023	2024	2025
Change in the remuneration of the members of the executive bodies					
Dr Harald Hasselmann Member of the Executive Board until 07.06.2023 Chairman of the Executive Board from 08.06.2023	508,555	492,865	667,083	1,813,043	1,951,570
Franklin Yeager Member of the Executive Board from 01.01.2023 until 31.12.2025	0	0	1,199,630	1,373,413	1,173,632
Dr Gunnar Mann Member of the Executive Board from 01.01.2025	0	0	0	0	773,728
Dr Andreas Eckert Member and Chairman of the Executive Board until 7 June 2023	1,393,712	905,794	452,637	0	0
Dr Lutz Helmke Member of the Executive Board until 07.06.2023	554,195	375,025	113,783	0	0
Jutta Ludwig Member of the Executive Board from 01.01.2023 until 31.12.2024	0	0	456,478	425,274	0
Hakim Bouterfa Member of the Executive Board from 01.01.2023 until 31.12.2023	0	0	264,000	0	0
Development of the company's earnings					
Net income EZAG (stand alone)	22,713,000	18,906,000	30,605,000	22,784,000	8,719,000
Net income E&Z Group	34,527,000	29,278,000	26,300,000	33,286,000	48,763,000
EBIT E&Z Group	47,450,000	46,804,000	45,452,000	59,950,000	73,743,000

Remuneration actually received by the Executive Board

The following table also shows the total remuneration actually received by the members of the Executive Board in the years 2021 to 2025:

Information on the total remuneration received and the remuneration components in € unless otherwise stated		2021	2022	2023	2024	2025
Dr Harald Hasselmann Member of the Executive Board until 07.06.2023	Basic salary	216,360	250,000	312,028	360,000	360,000
	Other fringe benefits	42,195	42,491	62,519	37,823	40,710
Chairman of the Executive Board from 08/06/2023	Short-term variable remuneration components (STI)	250,000	250,000	100,000	238,374	540,000
	Long-term variable remuneration components (LTI)	0	0	0	0	0
	Pension expense	0	614	614	614	614
	Benefits due to termination of the employment relationship	0	0	0	0	0
		508,555	543,105	475,161	636,811	941,324
	Relative share of variable remuneration in total remuneration in %	49.2%	46.0%	21.0%	37.4%	57.4%
	Relative share of fixed remuneration in total remuneration in %	50.8%	54.0%	79.0%	62.6%	42.6%
Franklin Yeager Member of the Executive Board from 01.01.2023 until 31.12.2025	Basic salary			362,815	353,286	336,797
	Other fringe benefits			41,496	27,651	19,888
	Short-term variable remuneration components (STI)			698,197	780,893	975,873
	Long-term variable remuneration components (LTI)			0	0	0
	Pension expense			14,426	16,603	15,496
	Benefits due to termination of the employment relationship			0	0	0
				1,116,934	1,178,433	1,348,053
	Relative share of variable remuneration in total remuneration in %			62.5%	66.3%	72.4%
	Relative share of fixed remuneration in total remuneration in %			37.5%	33.7%	27.6%
Dr Gunnar Mann Member of the Executive Board from 01.01.2025	Basic salary					240,000
	Other fringe benefits					35,654
	Short-term variable remuneration components (STI)					
	Long-term variable remuneration components (LTI)					
	Pension expense					2,110
	Benefits due to termination of the employment relationship					0
						277,764
	Relative share of variable remuneration in total remuneration in %					0.0%
	Relative share of fixed remuneration in total remuneration in %					100.0%

Information on the total remuneration received and the remuneration components in € unless otherwise stated		2021	2022	2023	2024	2025
Dr Andreas Eckert	Basic salary	300,000	360,000	180,000	0	0
Member and Chairman of the Executive Board until 7 June 2023	Other fringe benefits	40,752	41,370	20,269	0	0
	Short-term variable remuneration components (STI)	0	500,000	265,000	115,010	0
	Long-term variable remuneration components (LTI)	3,263,518	0	0	256,301	0
	Pension expense	0	0	0	0	0
	Benefits due to termination of the employment relationship	0	0	0	180,000	0
		3,604,270	901,370	465,269	551,311	0
	Relative share of variable remuneration in total remuneration in %	90.5%	55.5%	57.0%	67.4%	
Relative share of fixed remuneration in total remuneration in %	9.5%	44.5%	43.0%	32.6%		
Dr Lutz Helmke	Basic salary	210,000	210,000	91,583	0	0
Member of the Executive Board until 07.06.2023	Other fringe benefits	42,395	43,225	11,210	0	0
	Short-term variable remuneration components (STI)	200,000	300,000	120,000	10,240	0
	Long-term variable remuneration components (LTI)	0	0	0	0	120.615
	Pension expense	1,800	1,800	750	0	0
	Benefits due to termination of the employment relationship	0	0	0	0	0
		454,195	555,025	223,543	10,240	120.615
	Relative share of variable remuneration in total remuneration in %	44.0%	54.1%	53.7%	100.0%	100,0%
Relative share of fixed remuneration in total remuneration in %	56.0%	45.9%	46.3%	0.0%	0,0%	
Jutta Ludwig	Basic salary			150,000	150,000	0
Member of the Executive Board from 01.01.2023 until 31.12.2024	Other fringe benefits			6,478	10,569	0
	Short-term variable remuneration components (STI)			0	300,000	264.705
	Long-term variable remuneration components (LTI)			0	0	0
	Pension expense			0	0	0
	Benefits due to termination of the employment relationship			0	0	0
				156,478	460,569	264.705
	Relative share of variable remuneration in total remuneration in %			0.0%	65.1%	100,0%
Relative share of fixed remuneration in total remuneration in %			100.0%	34.9%	0,0%	
Hakim Bouterfa	Basic salary			264,000	0	0
Member of the Executive Board from 01.01.2023 until 31.12.2023	Other fringe benefits			0	0	0
	Short-term variable remuneration components (STI)			0	0	0
	Long-term variable remuneration components (LTI)			0	0	0
	Pension expense			0	0	0
				264,000	0	0
	Relative share of variable remuneration in total remuneration in %			0.0%		
	Relative share of fixed remuneration in total remuneration in %			100.0%		

Following the termination of the Executive Board contract, 6,450 shares (after stock split) from the LTI programme were transferred to Dr Lutz Helmke in the financial year (with a value of €121 thousand).

Ms Jutta Ludwig received €265 from the bonus for the previous year in the financial year.

Dr Edgar Löffler, currently a member of the Supervisory Board of Eckert & Ziegler SE, is a former member of the Executive Board. Since his retirement in 2016, he has received monthly pension payments from a support fund. In the 2025 financial year, his pension benefits amounted to €56,638. As the entitlement to benefits from the company pension scheme by way of a support fund exists against the company, Dr Löffler's pension payments are first transferred to Eckert & Ziegler SE and then paid out to Dr Löffler after payroll tax has been deducted.

The individual remuneration granted or owed to the Supervisory Board in the 2025 financial year

The Supervisory Board of Eckert & Ziegler SE consists of six members.

The following table contains information on attendance at meetings during 2025 and the amount of remuneration owed for activities in the 2025 financial year, which will first be paid out in 2026.

In 2025, Dr Edgar Löffler and Prof Dr Helmut Grothe were members of the Remuneration Committee and the Nomination Committee of the Supervisory Board. The Audit Committee is made up of Albert Rupprecht, as Chair, and Prof Dr Helmut Grothe.

Payment in 2026 of the remuneration of the current and former members of the Supervisory Board for activities in 2025

Members of the Supervisory Board	Attendance 2025		Fixed remuneration components		Variable remuneration components	Total remuneration in €	Relative share of variable remuneration in total remuneration in %	Relative share of fixed remuneration in total remuneration in %
	Absolute	in %	Fixed remuneration in €	Committee activity in €	Attendance fee in €			
Dr Andreas Eckert Member and Chairman	7	100%	105,000	0	4,500	109,500	4%	96%
Prof Dr Helmut Grothe Deputy Chairman	7	100%	52,500	24,000	17,000	93,500	18%	82%
Albert Rupprecht	7	100%	52,500	0	10,500	63,000	17%	83%
Dr Edgar Löffler	7	100%	35,000	16,000	11,000	62,000	18%	82%
Paola Eckert-Palvarini	6	86%	35,000	0	4,000	39,000	10%	90%
Jutta Ludwig	7	100%	35,000	0	4,500	39,500	11%	89%
Total			315,000	40,000	51,500	406,500		

Comparative presentation of the remuneration and earnings development for the members of the Supervisory Board

The vertical comparison in accordance with Section 162 (1) sentence 2 no. 2 of the German Stock Corporation Act (AktG) is described below. For the 2025 financial year, the respective annual changes are shown for all three comparative figures – the change in Executive Board remuneration, the company's earnings performance and the change in average employee remuneration. For each year, the remuneration entitlement for the respective activities performed is taken into account in order to ensure an accrual-based comparison with the company's earnings situation.

The absolute remuneration of each individual member of an executive body may vary, e.g. due to participation in a committee or depending on attendance at meetings.

Remuneration for activities during a year is generally paid in the following year. Accordingly, the remuneration received is to be regarded as deferred.

The vertical comparison for all variables is presented over a five-year period from 2021 to 2025 (FY-5 to FY).

Information on the remuneration comparison pursuant to Section 162 (1) sentence 2 no. 2 of the German Stock Corporation Act (AktG)

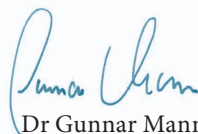
Change on previous year in %	FY-4 vs FY-5	FY-3 vs FY-4	FY-2 vs FY-3	FY-1 vs FY-2	FY vs FY-1
Change in the remuneration of the members of the executive bodies					
Dr Andreas Eckert Member and Chairman from 8 June 2023	n.a	n.a	n.a	152.9	21.0
Prof Dr Helmut Grothe (Deputy Chairman)	14.2	13.9	17.9	25.5	61.9
Albert Rupprecht	88.3	33.3	24.8	13.3	18.3
Dr Edgar Löffler	34.4	7.2	22.4	26.4	15.9
Paola Eckert-Palvarini from 20.12.2022	n.a	n.a	n.a	12.5	18.2
Jutta Ludwig until 31.12.2022 and from 01.01.2025	14.3	4.2	-100.0	n.a	n.a
Frank Perschmann until 31.12.2024	51.0	4.6	11.6	26.4	-100.0
Prof Wolfgang Maennig Member and Chairman until 7 June 2023	2.4	0.0	-48.6	-100.0	n.a
Development of the company's earnings					
Net income EZAG (stand alone)	30.2	-16.8	61.9	-25.6	-61.7
Net income E&Z Group	50.9	-15.2	-10.2	26.6	46.5
EBIT E&Z Group	40.8	-1.4	-2.9	31.9	23.0
Change in the average remuneration of employees					
Employees of the German companies	2.8	3.5	8.9	4.4	2.9

Absolute figures in €	2020	2021	2022	2023	2024	2025
Change in the remuneration of the members of the executive bodies						
Dr Andreas Eckert Member and Chairman from 8 June 2023	0	0	0	35,781	90,500	109,500
Prof Dr Helmut Grothe (Deputy Chairman)	30,000	34,250	39,000	46,000	57,750	93,500
Albert Rupprecht	15,000	28,250	37,666	47,000	53,250	63,000
Dr Edgar Löffler	24,000	32,250	34,583	42,339	53,500	62,000
Paola Eckert-Palvarini from 20.12.2022	0	0	0	29,333	33,000	39,000
Jutta Ludwig until 31.12.2022 and from 01.01.2025	21,000	24,000	25,000	0	0	39,500
Frank Perschmann until 31.12.2024	24,000	36,250	37,916	42,333	53,500	0
Prof Wolfgang Maennig Member and Chairman until 7 June 2023	41,000	42,000	42,000	21,584	0	0
Development of the company's earnings						
Net income EZAG (stand alone)	17,446,000	22,713,000	18,906,000	30,605,000	22,784,000	8,719,000
Net income E&Z Group	22,884,000	34,527,000	29,278,000	26,300,000	33,286,000	48,763,000
EBIT E&Z Group	33,689,000	47,450,000	46,804,000	45,452,000	59,950,000	73,743,000

Berlin, 23 March 2026



Dr Harald Hasselmann
Chairman of the Executive Board



Dr Gunnar Mann
Executive Board member



Dr Andreas Eckert
Chairman of the Supervisory Board

AUDITOR'S REPORT ON THE AUDIT OF THE REMUNERATION REPORT PURSUANT TO §162 (3) AKTG

To Eckert & Ziegler SE, Berlin

Audit opinion

We have formally audited the remuneration report of Eckert & Ziegler SE, Berlin, for the financial year from 1 January 2025 to 31 December 2025 to determine whether the disclosures pursuant to §162 (1) and (2) German Stock Corporation Act (AktG) [Aktiengesetz] have been presented in the remuneration report. In accordance with §162 (3) AktG, we have not verified the content of the remuneration report.

According to our assessment, the enclosed remuneration report provides, in all material respects, the information required by §162 (1) and (2) AktG. Our audit opinion does not cover the content of the remuneration report.

Basis for the audit opinion

We conducted our audit of the remuneration report in accordance with §162 (3) AktG and in compliance with the IDW auditing standard: The audit of the remuneration report [Die Prüfung des Vergütungsberichts] in accordance with §162 (3) AktG (IDW PS 870 (09.2023)). Our responsibility pursuant to that provision and standard is further described in the section "Responsibility of the auditor" of our report.

Our auditing firm has applied the IDW quality assurance standard: Requirements for Quality Assurance applicable to German Auditing Practices (IDW QMS 1 (09.2022)). We have complied with the professional duties pursuant to the German Auditors' Code [Wirtschaftsprüferordnung] and the professional statutes for auditors/sworn auditors [Berufssatzung für Wirtschaftsprüfer/vereidigte Buchprüfer], including the requirements of independence.

Responsibility of the management board and supervisory board

The management board and the supervisory board are responsible for the preparation of the remuneration report, including the related disclosures, which complies with the requirements of §162 AktG. Furthermore, they are responsible for the internal controls that they determine are necessary to enable the compilation of a remuneration 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 in the remuneration report have been made in all material respects, and to express an opinion thereon in a report.

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

Dealing with possible misleading representations

In connection with our audit, we have a responsibility to read the remuneration report, taking into account the knowledge gained from the audit of the financial statements, and to remain alert for indications as to whether the remuneration report contains misleading representations as to the accuracy of the content of the disclosures, the completeness of the content of the individual disclosures or the adequate presentation of the remuneration report.

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

Berlin, 23 March 2026

Forvis Mazars GmbH & Co. KG
Wirtschaftsprüfungsgesellschaft
Steuerberatungsgesellschaft

In the original German version signed by:

Udo Heckeler	David Reinhard
Wirtschaftsprüfer	Wirtschaftsprüfer
(German Public Auditor)	(German Public Auditor)

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