

SYZYG/AG

Remuneration Report

/

2025



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Remuneration Report

This remuneration report was prepared by the Management Board and Supervisory Board of Syzygy AG in accordance with Article 162 of the German Stock Corporation Act (AktG). It reports on the remuneration granted and owed by Syzygy AG and by companies in the SYZYG Group to each individual current or former member of the Management Board or Supervisory Board in the past financial year. The remuneration report was audited by auditor Forvis Mazars GmbH & Co. KG in accordance with Article 162 (3) of the AktG. The auditor's report is reproduced in full at the end of the remuneration report.

Review of the 2025 remuneration year

Resolution on approval of the 2024 remuneration report

The remuneration report for the 2024 financial year, prepared and audited in accordance with Article 162 of the AktG, was submitted to the ordinary General Meeting of Syzygy AG for approval. On July 10, 2025, the General Meeting approved the report with a majority of 95,27 per cent of the votes cast and of the capital represented, in accordance with Article 120a (4) of the AktG. The remuneration of the

Management Board and Supervisory Board corresponds in all material aspects to this resolution of approval.

A. Management Board remuneration

I. General information on the remuneration system

The remuneration system for the Management Board is continuously reviewed, as well as adjusted by the Supervisory Board to ensure that it complies with statutory requirements and that it is appropriate for achieving the Company's strategic objectives. It is also reviewed and adjusted on a case-by-case basis when new Management Board service contracts are concluded and/or when existing contracts are extended.

The remuneration system for the Management Board complies with the provisions of Article 87a (1) of the German Stock Corporation Act (AktG) and, apart from the exceptions listed in the latest declaration of conformity in accordance with Article 161 of the AktG, the recommendations of the German Corporate Governance Code as updated on April 28, 2022.

1. Approval of the remuneration system by the shareholders

In accordance with Article 120a (1) of the AktG, the Annual General Meeting of a listed company must pass a resolution on approving the remuneration system for Management Board members as presented by the Supervisory Board when any material change is made, but at least every four

years. On July 10, 2025, the ordinary General Meeting of Syzygy AG approved the remuneration system as presented by the Supervisory Board, with a majority of 93.32 per cent of the votes cast.

2. The Company's business strategy

The business strategy of Syzygy AG is aimed at extending its position as a leading consultancy and implementation partner for holistic digital experiences. The successful implementation of this strategy is reflected in

- the development of the SYZYG share price,
- the Key Financial metrics and
- the sustained long-term performance of the Company.

3. Overview of the remuneration system

To align the interests of the Company, its shareholders, its employees, and its Management Board members, Management Board remuneration comprises a fixed base salary in addition to variable remuneration components linked to the short- and long-term success of the SYZYG Group.

a. Fixed remuneration components

Fixed remuneration consists of a basic salary, paid in equal monthly instalments, and non-cash benefits. These include:

- (i) at the discretion of a member of the Management Board, provision of a company car or payment of a car allowance in monthly instalments;

- (ii) grants for health, nursing care, accident and pension insurance;
- (iii) payment of D&O insurance premiums.

b. Variable remuneration components

The variable compensation comprises remuneration that varies depending on SYZYGY Group's short- and long-term performance. This is measured by annual targets (short-term) and share price performance over several years (long-term).

aa. Short-term profit sharing

The level of short-term, performance-related bonus is determined in accordance with the remuneration system approved by the Annual General Meeting. This system is based on the achievement of annual targets set by the Supervisory Board for the coming financial year. Some of these targets are set individually for each Executive Board member, while others are set collectively for all Executive Board members. These annual targets are based on both operational and strategic objectives. They are partly defined as financial indicators and partly in qualitative terms.

The achievement of operating profit (EBIT) in accordance with the approved business plan accounts for 50 per cent of short-term profit sharing. The remaining 50 per cent is based on qualitative criteria, such as winning new business, achieving collaboration targets, integrating acquired

companies, and achieving targets in the areas of mergers and acquisitions and structural changes, depending on the Executive Board department.

The short-term remuneration component is paid the year after the annual financial statements are approved. If all targets are met, each member of the management board receives a short-term performance-related bonus equivalent to 30 per cent of their annual base salary. The short-term performance-related bonus for the relevant year is paid "pro rata".

For the 2025 reporting year, collective targets were set for all members of the Management Board. The agreed operational targets were to achieve the operating result (EBIT) in line with the approved business plan, increase the EBIT margin to 9 per cent and achieve the sales growth targets.

In the 2024 financial year, collective targets were agreed for all members of the Management Board, who are collectively responsible for achieving them. As well as achieving the operating result (EBIT) and increasing the EBIT margin, the acquisition of new customers was defined as an additional target.

For further details, please see the notes on each of the Management Board members.

bb. Long-term profit participation

The level of long-term profit participation is based on performance of the SYZYGY share price, in accordance with the remuneration system approved by the General Meeting. It is granted in two tranches, in the form of virtual share options (phantom stocks). 40 per cent of the total phantom stocks issued are allocated to the first tranche, which can be exercised after two years at the earliest, and 60 per cent are allocated to the second tranche, which can be exercised after three years at the earliest. On exercise, the difference between the base price on allocation of the phantom stocks and the share price on exercise of the phantom stocks will be paid out to the eligible Management Board member. The base price and the share price on exercise correspond to the mean XETRA closing price over the 10 trading days prior to the date of granting the stocks, and the 10 trading days prior to exercise, respectively. Subject to certain exclusion periods, e.g. close to the date of publication of the quarterly and annual financial statements, any tranche may be exercised within a timeframe of 12 months from the first exercise date. It follows that the first tranche may be exercised within 24 to 36 months, and the second tranche within 36 to 48 months after allocation. The maximum payout amount from long-term profit participation is capped at 60 per cent of the share price increase over the base price for the first tranche, and at 90 per cent of the price increase for the second tranche.

Assuming full exercise and maximum price increase, the amount of the long-term profit sharing is 45 per cent of the annual base salary for the Chief Executive Officer, up to 31 per cent for the Chief Technology Officer, and up to 35 per cent for the Chief Financial Officer. This is calculated on an annual basis in each case. Assuming a 10 per cent annual price increase on the base price and the earliest possible exercise, these shares amount to 16 per cent of the annual base salary for the Chief Executive Officer, and 11 and 13 per cent respectively for the other members of the Management Board.

The maximum annual remuneration for the Chief Executive Officer is EUR 565.110, for the Chief Technology Officer EUR 473.200, and for the Chief Financial Officer EUR 434.200, assuming full achievement of the annual targets set for short-term profit sharing, maximum share price increase, and full exercise of the phantom stocks. For the purposes of this disclosure, the total amount of the maximum possible long-term profit sharing has been distributed evenly over a three-year period. However, the phantom stocks can only be exercised after the aforementioned waiting periods have expired.

Variable remuneration components are only paid if and to the extent that the agreed performance targets have been achieved. Members of the Management Board therefore receive an ‚advance payment‘. Subsequent changes to performance targets or clawbacks of variable remuneration components (known as claw-back clauses) are generally not permitted. However, this does not preclude the assertion of recourse claims in the event of individual misconduct. To take exceptional developments into account within a reasonable framework, the Supervisory Board reserves the right to modify the performance targets retrospectively in an appropriate manner, either reducing or increasing them, in cases of extraordinary, unforeseen developments. These include extraordinary price increases, for example as a result of a public offer to acquire SYZYG shares or rumours to this effect, and extraordinary price declines, for example as a result of a special dividend or a capital reduction with repayment of share capital.

II. Fixed and variable remuneration components together with explanatory notes

The remuneration components granted to Management Board members are reported below in the financial year in which the relevant payment or other benefit was transferred to the Management Board member, even if the work underlying the remuneration was fully done in a previous financial year. This means that long-term profit participation may also include payments that represent cumulative remuneration for work done over several years.

Accordingly, the relative proportions of the remuneration components stated in per cent relate to the total remuneration reported for the relevant financial year. The relative proportions stated here are therefore not comparable with the relative proportions in the description of the remuneration system referred to in Article 87a (1) No. 3 of the AktG. The proportions stated in the description of the remuneration system relate to the respective target figures.

Remuneration granted and owed (in kEUR)	Frank Wolfram, CEO*			
	2025	in %	2024	in %
Fixed remuneration	300	89 %	150	90 %
Fringe benefits	39	11 %	16	10 %
Total fixed remuneration components	339	100 %	166	100 %
Short-term profit sharing	0	0 %	0	0 %
Long-term profit participation	0	0 %	0	0 %
Phantom Stocks H1-2024 (term 07/01/2024 – 06/30/2028)	0	0 %	0	0 %
Total variable remuneration components	0	0 %	0	0 %
Total remuneration	339	100 %	166	100 %

* Frank Wolfram since July 1, 2024

In accordance with the remuneration system approved by the Annual General Meeting on July 10, 2025, and in line with the business strategy for the 2025 financial year, the following objectives were agreed with the Management Board member for short-term profit sharing:

Operational

- Achievement of operating profit in line with budget (50 per cent of short-term bonus)
- Net sales less direct costs (gross margin) of EUR 62.6 million (15 per cent of short-term bonus)
- Increase the EBIT margin to 9.0 per cent of gross margin (15 per cent of short-term bonus)
- Increase in gross margin by a further 5 per cent to EUR 65.7 million (20 per cent of the short-term bonus)

For the purposes of long-term profit participation, on July 1, 2024, Frank Wolfram was granted 150,000 virtual share options (phantom stocks) with a base price of EUR 3.49 per phantom stock from the H1 2024 phantom stock programme described above. 40 per cent of the phantom stocks granted are exercisable for the first time in the period from July 1, 2026 to June 30, 2027. The second tranche, comprising 60 per cent of the phantom stocks granted, is exercisable in the period from July 1, 2027 to June 30, 2028.

Both the determining of operational and strategic objectives for the purposes of short-term profit sharing and the granting of phantom stocks for the purposes of long-term profit participation serve the purpose of implementing the business strategy. They thus promote both the short-term

and long-term performance of the Company. No variable remuneration components were clawed back in the reporting period.

Remuneration is thus consistent in all its material components with the requirements of the remuneration system as approved by the General Meeting on July 10, 2025. The maximum remuneration laid down in the system was not exceeded.

Remuneration granted and owed (in kEUR)	Frank Ladner, CTO			
	2025	in %	2024	in %
Fixed remuneration	270	87 %	270	87 %
Fringe benefits	39	13 %	39	13 %
Total fixed remuneration components	309	100 %	309	100 %
Short-term profit sharing	0	0 %	0	0 %
Long-term profit participation	0	0 %	0	0 %
Phantom Stocks 2021 (term 01/01/2021 – 12/31/2024)	0	0 %	0	0 %
Phantom Stocks 2024 (term 01/01/2024 – 12/31/2027)	0	0 %	0	0 %
Total variable remuneration components	0	0 %	0	0 %
Total remuneration	309	100 %	309	100 %

In accordance with the remuneration system approved by the Annual General Meeting on July 10 2025 and in line with the business strategy for the 2025 financial year, the following objectives were agreed with the Management Board member for short-term profit sharing:

Operational

- Achievement of operating profit in line with budget (50 per cent of short-term bonus)
- Net sales less direct costs (gross margin) of EUR 62.6 million (15 per cent of short-term bonus)
- Increase the EBIT margin to 9.0 per cent of gross margin (15 per cent of short-term bonus)
- Increase in gross margin by a further 5 per cent to EUR 65.7 million (20 per cent of the short-term bonus)

For the purposes of long-term profit participation, on January 1, 2021, Frank Ladner was granted 100,000 virtual share options (phantom stocks) with a base price of EUR 5.68 per phantom stock from the 2021 phantom stock programme described above. The first tranche of 40 per cent of the phantom stocks granted was exercisable in the period from January 1 to December 31, 2023, and the second tranche of 60 per cent of the phantom stocks granted was exercisable in the period from January 1 to December 31, 2024. Both tranches lapsed without being exercised.

In addition, for the purposes of long-term profit participation, on January 1, 2024, Frank Ladner was granted 100,000 virtual share options (phantom stocks) with a base price of EUR 3.20 per phantom stock from the 2024 phantom stock programme described above. 40 per cent of these phantom stocks granted are exercisable for the first time in the period from January 1 to December 31, 2026. The second tranche comprising 60 per cent of these phantom stocks granted is exercisable in the period from January 1 to December 31, 2027.

Both the determining of operational and strategic objectives for the purposes of short-term profit sharing and the granting of phantom stocks for the purposes of long-term profit participation serve the purpose of implementing the business strategy. They thus promote both the short-term and long-term performance of the Company. No variable remuneration components were clawed back in the reporting period.

Remuneration is thus consistent in all its material components with the requirements of the remuneration system as approved by the General Meeting on July 10, 2025. The maximum remuneration laid down in the system was not exceeded.

Remuneration granted and owed (in kEUR)	Erwin Greiner, CFO			
	2025	in %	2024	in %
Fixed remuneration	240	86 %	240	86 %
Fringe benefits	39	14 %	39	14 %
Total fixed remuneration components	279	100 %	279	100 %
Short-term profit sharing	0	0 %	0	0 %
Long-term profit participation	0	0 %	0	0 %
Phantom Stocks 2021 (term 01/01/2021 – 12/31/2024)	0	0 %	0	0 %
Phantom Stocks 2024 (term 01/01/2024 – 12/31/2027)	0	0 %	0	0 %
Total variable remuneration components	0	0 %	0	0 %
Total remuneration	279	100 %	279	100 %

In accordance with the remuneration system approved by the Annual General Meeting on July 10, 2025, and in line with the business strategy for the 2025 financial year, the following objectives were agreed with the Management Board member for short-term profit sharing:

Operational

- Achievement of operating profit in line with budget (50 per cent of short-term bonus)
- Net sales less direct costs (gross margin) of EUR 62.6 million (15 per cent of short-term bonus)
- Increase the EBIT margin to 9.0 per cent of gross margin (15 per cent of short-term bonus)
- Increase in gross margin by a further 5 per cent to EUR 65.7 million (20 per cent of the short-term bonus)

For the purposes of long-term profit participation, on January 1, 2021, Erwin Greiner was granted 100,000 virtual share options (phantom stocks) with a base price of EUR 5.68 per phantom stock from the 2021 phantom stock programme described above. The first tranche of 40 per cent of the phantom stocks granted was exercisable in the period from January 1 to December 31, 2023, and the second tranche of 60 per cent of the phantom stocks granted was exercisable in the period from January 1 to December 31, 2024. Both tranches lapsed without being exercised.

In addition, for the purposes of long-term profit participation, on January 1, 2024, Erwin Greiner was granted 100,000 virtual share options (phantom stocks) with a base price of EUR 3.20 per phantom stock from the 2024 phantom stock

programme described above. 40 per cent of these phantom stocks granted are exercisable for the first time in the period from January 1 to December 31, 2026. The second tranche comprising 60 per cent of these phantom stocks granted is exercisable in the period from January 1 to December 31, 2027.

Both the determining of operational and strategic objectives for the purposes of short-term profit sharing and the granting of phantom stocks for the purposes of long-term profit participation serve the purpose of implementing the business strategy. They thus promote both the short-term and long-term performance of the Company. No variable remuneration components were clawed back in the reporting period.

Remuneration is thus consistent in all its material components with the requirements of the remuneration system as approved by the General Meeting on July 10, 2025. The maximum remuneration laid down in the system was not exceeded.

III. Assurances in the event of premature or ordinary termination

1. Premature termination

If employment is terminated prematurely and the Management Board member is dismissed, the Management Board service contracts consistently provide for a severance payment for all current Management Board members. This would apply in the event that the contract is terminated for major cause, but not for reasons related to the Management Board member as an individual, or on grounds for which the member is not responsible. The severance payment is equivalent to the outstanding basic salary and fringe benefits for the remainder of the contract period. The duration of the payments to be made is limited to two years (severance payment cap).

The amounts of severance payments are disclosed below for a period of one year. Depending on the actual contract term remaining at the time of termination, these amounts may be lower or higher pro rata temporis. Due to the severance payment cap, however, they are always limited to double the disclosed amounts. There was no change to these commitments in the past financial year.

Severance payments (in kEUR)	Frank Wolfram		Frank Ladner		Erwin Greiner	
	per year	Cap	per year	Cap	per year	Cap
Fixed remuneration	300	600	270	540	240	480
Fringe benefits	39	78	39	78	39	78
Total	339	678	309	618	279	558

2. Ordinary termination

In the event that employment is terminated ordinarily, the Management Board service contracts include a post-contractual non-compete ban for a period of twelve months. For the period of the non-compete ban, the Management Board member receives compensation for non-competition amounting to 50 per cent of the average monthly fixed and variable remuneration over the previous 24 months. This compensation is paid monthly. The Company may waive the post-contractual non-compete ban within certain time limits before the contract comes to an end. In this case, compensation for non-competition will not be payable.

B. Supervisory Board remuneration

I. General information on the remuneration system

The remuneration system for the Supervisory Board is continuously reviewed and adjusted by the Supervisory Board to ensure that it complies with statutory requirements and that it is appropriate for achieving the Company's strategic objectives. It is also reviewed and adjusted on a case-by-case basis on the election or re-election of Supervisory Board members.

The remuneration system for the Supervisory Board complies with the provisions of Article 113 of the German Stock Corporation Act (AktG) and, apart from the exceptions listed in the latest declaration of conformity in accordance with Article 161 of the AktG, the recommendations of the German Corporate Governance Code as updated on April 28, 2022.

1. Approval of the remuneration system by the shareholders

In accordance with Article 113 (3) of the AktG, the Annual General Meeting of a listed company must pass a resolution on remuneration for members of the Supervisory Board at least every four years. On July 10, 2025 the ordinary General Meeting of Syzygy AG approved the remuneration system as presented by the Supervisory Board, with a majority of 93.69 per cent of the votes cast.

2. The Company's business strategy

The business strategy of Syzygy AG is aimed at extending its position as a leading consultancy and implementation partner for digital transformation of marketing and sales. Successful implementation of this strategy is reflected in

- the key financial metrics,
- the performance of the SYZYGY share price, and
- the sustained long-term performance of the Company.

3. Overview of the remuneration system

Remuneration of the Supervisory Board is set out in Article 6 (8) of Syzygy AG's Articles of Association. In addition to having their expenses reimbursed, each member of the Supervisory Board receives remuneration consisting of a fixed and a variable component.

The fixed remuneration amounts to EUR 20,000.00 for each ordinary member of the Supervisory Board, and EUR 30,000.00 for the chair of the Supervisory Board.

The fixed remuneration increases by EUR 5,000.00 if the company's share price rises by at least 20 per cent in the relevant financial year. The relevant market prices for comparison are determined by taking the average closing price of the share on the XETRA trading system (or a comparable successor system) at the Frankfurt Stock Exchange during the first five trading days of the financial year and the following year.

Supervisory Board members who have not been in office for the entire financial year receive pro rata remuneration.

Value added tax invoiced by a Supervisory Board member, or shown in a credit note replacing the invoice, shall be paid at the respective statutory rate in addition.

II. Fixed and variable remuneration components together with explanatory notes

The Supervisory Board's remuneration for a financial year is paid annually in one amount, after the General Meeting that votes on discharge of the Supervisory Board for the relevant financial year. The remuneration components granted to Supervisory Board members are accordingly reported in the financial year in which the relevant payment or other benefit was transferred to the Supervisory Board member, even if the work underlying the remuneration was fully done in the previous financial year.

Remuneration granted and owed (in kEUR)	Antje Neubauer		Dominic Grainger*		Johnny Hornby**		Shahid Sadiq***		Total	
	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
Fixed remuneration	30	30	0	0	0	–	0	0	30	30
Variable remuneration	0	0	0	0	0	–	0	0	0	0
Total remuneration	30	30	0	0	0	–	0	0	30	30

* Dominic Grainger waived his remuneration for the 2023 and 2024 financial years in 2024 and 2025 and resigned from the Supervisory Board with effect from the end of the Annual General Meeting on July 10, 2025.

** Johnny Hornby was elected to the Supervisory Board by the Annual General Meeting on July 10, 2025, resigned from his position with effect from October 31, 2025 and waived his remuneration for 2025.

*** Shahid Sadiq waived his remuneration for the 2023 and 2024 financial years in 2024 and 2025.

C. Comparative presentation of the annual change in the remuneration of the members of the Management Board and Supervisory Board, the company's earnings performance and the average remuneration of employees

The following table shows the annual change in remuneration of Management Board and Supervisory Board members, the earnings performance of Syzygy AG, and the average remuneration of employees on a full-time equivalent basis.

Earnings performance is based on income before tax as reported in the single-entity financial statements of Syzygy AG, and on the sales figures and EBIT of the SYZYGY Group as presented in the consolidated financial statements.

The figures for average remuneration of employees are based on the average remuneration of permanent employees of the SYZYG Group in Germany. Average remuneration was calculated by dividing the remuneration paid to all permanent employees by the number of full-time employees (including part-time workers translated to full-time equivalents).

The remuneration reported for current and former Management Board and Supervisory Board members is the “remuneration granted and owed” referred to in Article 162 (1) sentence 1 of the AktG. These figures may differ from other figures relating to Management Board remuneration as published elsewhere, because those figures are calculated using different methods.

The level of Supervisory Board remuneration was constant in the period 2020 to 2022; no variable component was paid during this period. In 2023, remuneration for the chair of the Supervisory Board was raised from EUR 20,000 to EUR 30,000, plus a variable component of EUR 5,000. No variable portion was paid out during the 2023 and 2024 financial years.

In the period 2021 to 2025, the members of the Supervisory Board did not provide any personal services, such as consulting, for Syzygy AG or its subsidiaries. As a result, they did not receive any additional remuneration for such services.

Earnings performance

Financial year (in kEUR)	2021	2022	Change	2023	Change	2024	Change	2025	Change
Sales (Group)	60,124	70,612	17 %	71,742	2 %	69,429	-3 %	56,844	-18 %
EBIT (operational) Group	6,379	6,208	-3 %	4,080	-34 %	5,666	39 %	-1,169	n.a.
Earnings before taxes Syzygy AG	8,049	-1,864	n.a.	-8,138	n.a.	-17,963	n.a.	-9,970	n.a.

Average remuneration of employees in Germany (in kEUR)

In kEUR	2021	2022	Change	2023	Change	2024	Change	2025	Change
Average annual remuneration	72	71	-1 %	73	2 %	75	3 %	79	5 %

Management Board remuneration (current Management Board members)

Financial year (in kEUR)	2021	2022	Change	2023	Change	2024	Change	2025	Change
Frank Wolfram*	–	–	–	–	–	166	n.a.	339	104 %
Frank Ladner	286	303	6 %	286	-5 %	309	8 %	309	0 %
Erwin Greiner	275	290	10 %	275	-5 %	279	1 %	279	0 %

* Frank Wolfram since July 1, 2024 (6 month in 2024)

Management Board remuneration (former Management Board members)

Financial year (in kEUR)	2021	2022	Change	2023	Change	2024	Change	2025	Change
Franziska von Lewinski (up to 12/31/2023)	317	391	23 %	367	-6 %	219	-40 %	–	n.a.

Supervisory Board remuneration (current Supervisory Board members)

In kEUR	2021	2022	Change	2023	Change	2024	Change	2025	Change
Antje Neubauer (since 09/07/2021)	–	7	–	30	428 %	30	0 %	30	0 %
Shahid Sadiq (since 07/11/2023)	–	–	–	–	–	0	n.a.	0	0 %

Supervisory Board remuneration (former Supervisory Board members)

In kEUR	2021	2022	Change	2023	Change	2024	Change	2025	Change
Johnny Hornby (bis 10/31/2025)	–	–	–	–	–	–	–	0	0 %
Dominic Grainger (up to 07/10/2025)	0	0	0 %	0	0 %	0	0 %	0	0 %
Andrew Payne (up to 07/11/2023)	20	20	0 %	10	-50 %	–	n.a.	–	n.a.
Wilfried Beeck (up to 06/30/2021)	20	10	-50 %	–	–	–	n.a.	–	n.a.

Szygy AG

For the Management Board



Frank Wolfram (CEO)

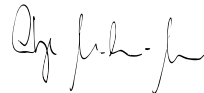


Frank Ladner (CTO)



Erwin Greiner (CFO)

For the Supervisory Board


Antje Neubauer
Chairwoman of the Supervisory Board

Report of the Independent Auditor on the Audit of the Remuneration Report pursuant to § 162 Abs. 3 AktG

To Syzygy AG, Bad Homburg v. d. Höhe

Audit opinion

We have formally audited the remuneration report of Syzygy AG, Bad Homburg v. d. Höhe for the financial year from January 1, to December 31, 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.

Frankfurt am Main, March 24, 2026

Forvis Mazars GmbH & Co. KG
Wirtschaftsprüfungsgesellschaft
Steuerberatungsgesellschaft

In the original German version signed by:

Jörg Maas	Patrick Riedel
Wirtschaftsprüfer	Wirtschaftsprüfer
(German Public Auditor)	(German Public Auditor)



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SYZYG / AG

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