SCHWEIZER

OVERVIEW OF THE CHANGES OF THE REMUNERATION SYSTEM FOR THE MEMBERS OF THE EXECUTIVE BOARD

Overview of changes to the remuneration system for the Executive Board from 2025

Existing Executive Board remuneration system:

- The existing Executive Board remuneration system was approved by 95.12% at the Annual General Meeting 2021.

- The upcoming Annual General Meeting 2025 will not deal with the amount of remuneration, but with individual changes due to the appointment of a new member of the Executive Board and the associated modification of the system of pension commitments and the resulting change in the percentage breakdown of the remuneration components.

- Furthermore, editorial adjustments are included
  (e.g. previously: Personnel and Finance Committee - now: Audit Committee).

Overview of changes to the remuneration system for the Executive Board from 2025

Adjustments in detail:

After adjustment	Before adjustment
C.4 Overview of the components and structure of the target total remuneration … Due to the modified system of pension commitments for Executive Board members in 2018, the percentage breakdown of target remuneration for Executive Board members joining before and after 2018 differs. For members of Executive Board who joined before 2018, the fixed annual salary accounts for between 35% and 45% of the target remuneration. While the variable short and medium-term remuneration components contribute 10 to 15% and the long-term remuneration component 10 to 20% to the target remuneration. Pension expenses account for around 30 to 40% of target remuneration and fringe benefits make up around 2 to 5% of target remuneration. For Executive Board members joining the company from 2018 onwards, the fixed annual salary contributes between 50% and 55% of the target remuneration. While the variable short- and medium-term remuneration component contributes between 10 and 20% and the long-term remuneration component between 20 and 25% of the target remuneration. Pension expenses account for around 8 to 10 % of target remuneration and fringe benefits make up around 2 to 5 % of target remuneration.	**C.4 Overview of the components and structure of the target total remuneration** … The annual salary contributes 35-45% to the target remuneration. While the variable short- and medium-term remuneration component contributes 10 to 15% and the long-term remuneration component 15 to 20% to the target remuneration. Pension costs make up about 25 to 30% of the target remuneration and ancillary benefits make up about 2 to 5% of the target remuneration.

Overview of changes to the remuneration system for the Executive Board from 2025

Adjustments in detail:

- Cancellation of the ancillary service ‘Employers’ liability insurance contribution’

After adjustment	Before adjustment
D. Remuneration components in detail **D.2 Fringe benefits** Each member of the Executive Board is entitled to at least the following fringe benefits: - the provision of a company car, which may also be used privately, - the reimbursement of travelling expenses - the conclusion of a D&O insurance policy with a deductible in accordance with Section 93 (2) sentence 3 AktG, - accident insurance and - Health and long-term care insurance contributions in accordance with § 257 SGB V and § 61 SGB XI.	**D. Remuneration components in detail** **D.2 Fringe benefits** Each member of the Executive Board is entitled to at least the following fringe benefits: - the provision of a company car, which may also be used privately, - the reimbursement of travelling expenses - the conclusion of a D&O insurance policy with a deductible in accordance with Section 93 (2) sentence 3 AktG, - accident insurance - contributions to the employers’ liability insurance association - Health and long-term care insurance contributions in accordance with § 257 SGB V and § 61 SGB XI.

Overview of changes to the remuneration system for the Executive Board from 2025

Adjustments in detail:

After adjustment	Before adjustment
D.3 Pension benefits … The system of pension commitments for new members of the Executive Board was modified in 2018. Newly appointed and future members of the Executive Board receive a defined contribution commitment for individual pension plans. For this purpose, contractually agreed contributions amounting to a percentage of the base salary are made available.	**D.3 Pension benefits** … The system of pension commitments for new members of the Management Board was modified in 2018. Newly appointed and future members of the Management Board receive a defined contribution plan in accordance with the German Company Pension Act (Betriebsrentengesetz). For this purpose, contractually agreed contributions amounting to a percentage of the base salary are paid to reinsured support funds.

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