

Annual General Meeting of Deutsche Beteiligungs AG, 27 May 2025

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Remuneration system for the members of Deutsche Beteiligungs AG's Supervisory Board (agenda item 6)

The remuneration system takes into account the responsibilities and scope of activities of the Supervisory Board members. By exercising its duty of supervising the activities of the Board of Management, the Supervisory Board contributes to advancing the business strategy and the long-term development of the Company.

In addition to having their cash expenses and the VAT incurred on their remuneration and expenses reimbursed, the members of the Supervisory Board also receive a fixed annual remuneration. There is no intention of introducing variable remuneration and financial or non-financial performance criteria. This is the best way of reflecting the independent control and advisory function of the Supervisory Board, which is not geared to short-term corporate success but rather the long-term development and viability of the Company.

The respective amounts of the fixed remuneration take into consideration the specific functions and responsibilities of the individual Supervisory Board members. In particular, it reflects the greater time commitment of the Chair, and the Chair and the members of the committees in an appropriate manner. The remuneration structure complies with the recommendations set out by the German Corporate Governance Code (GCGC).

Remuneration shall be paid at the end of the respective financial year. Supervisory Board members who only belong to the Supervisory Board or a committee during a part of the financial year, or who chair a committee during a part of the financial year, shall receive lower remuneration, proportional to the time spent in office.

Due to the special nature of the Supervisory Board members' remuneration that is paid for this role and that differs fundamentally from the activities of the employees of the Company and the Group, a so-called vertical comparison with the remuneration of regular employees would not be appropriate.

The remuneration of the members of Deutsche Beteiligungs AG's Supervisory Board is determined by the Annual General Meeting. The Company's management regularly reviews both the remuneration and the remuneration system of the Supervisory Board. The decisive criteria for this review are the time commitment of the Supervisory Board members and the supervisory board remuneration paid by peer group companies. Should the Board of Management and the Supervisory Board perceive that the remuneration and/or the remuneration system require adjustment, they will submit a proposal for resolution to the Annual General Meeting accordingly; in any case, a proposal for a resolution regarding remuneration and the underlying remuneration system will be submitted to the Annual General Meeting no later than once every four years.

The rules that apply to the handling of conflicts of interest also apply to the process of determining and implementing the remuneration system. When engaging external remuneration advisers, care is taken to ensure their independence.