

**Annual General Meeting of  
Heidelberger Druckmaschinen Aktiengesellschaft  
on July 24, 2025**

**Remuneration system for the members of the Supervisory Board of  
Heidelberger Druckmaschinen Aktiengesellschaft**

The remuneration system for the members of the Supervisory Board of Heidelberger Druckmaschinen Aktiengesellschaft reflects the responsibility and scope of activity of the Supervisory Board members. By monitoring the Management Board in its management of the Company, the Supervisory Board contributes to the achievement of the business strategy and the long-term development of the Company.

The members of the Supervisory Board receive fixed remuneration as well as meeting fees for meetings of certain Supervisory Board committees. The Company reimburses the members of the Supervisory Board for expenses occurred in the performance of their duties. Furthermore, the Company reimburses each member of the Supervisory Board for the sales tax charged in the context of their work as a member of the Supervisory Board. The payment of non-performance-based fixed remuneration and meeting fees for committee meetings allows the Supervisory Board to perform its duties neutrally and objectively in the interests of the Company.

The amount of the remuneration paid to the Supervisory Board members is based on the duties of the respective member on the Supervisory Board and its committees. The members of the Supervisory Board receive appropriate remuneration, the structure and amount of which reflect the requirements and responsibility of their position and their time commitment. Appropriate account is taken of the increased time commitment of the Chairman of the Supervisory Board, the Deputy Chairman of the Supervisory Board, and the chairpersons and members of the committees with the exception of the Nomination Committee, the Strategy Committee, and the committee in accordance with section 27 (3) MitbestG.

The remuneration of the members of the Supervisory Board of Heidelberger Druckmaschinen Aktiengesellschaft is defined in the Articles of Association. At present, the Articles of Association stipulate the following:

- Each member of the Supervisory Board receives fixed remuneration of € 40,000.
- The Chairman of the Supervisory Board receives three times the remuneration stated under paragraph 1, his deputy double the amount stated under paragraph 1.
- The members of the Executive Committee, the Audit Committee and the Committee on Arranging Personnel Matters of the Management Board receive additional remuneration for their work on these committees. Each committee member receives remuneration of € 1,500 per meeting for his participation in a meeting of one of these committees. The Chairman of the Audit Committee receives remuneration of € 4,500 per meeting, the Chairman of the Executive Committee and the Chairman of the Committee on Arranging Personnel Matters of the Management Board receive remuneration of € 2,500 per meeting.
- Members of the Supervisory Board who are on the Supervisory Board for only part of the fiscal year receive reduced remuneration proportionate to the time served. The fixed remuneration is payable after the end of the fiscal year, the remuneration for participation in committee meetings in accordance with paragraph 3 after participating in the respective meeting.
- The Company also grants each member of the Supervisory Board an attendance fee of € 500 for participation in a meeting of the Supervisory Board, a meeting of the committees stated in paragraph 3 and a preparatory separate shareholder or employee member meeting if these are held on a different day to the Supervisory Board meeting.
- The Company reimburses each member of the Supervisory Board for his expenses incurred in the context of his work as a member of the Supervisory Board.
- The Company reimburses each member of the Supervisory Board for the sales tax charged in the context of his work as a member of the Supervisory Board.
- The performance of duties by members of the Supervisory Board is covered by a D&O insurance policy taken out by the Company.

The Management Board and the Supervisory Board are of the opinion that this remuneration arrangement for the Supervisory Board remains structurally appropriate in light of the Supervisory Board members' tasks and the Company's situation. However, given the considerable increase in statutory requirements for this position, the greater time expenditure required of the Chairman or Chairwoman of the Audit Committee no longer appears to be adequately remunerated from today's perspective. This is also reflected in a comparison of the remuneration paid for this position at the Company in recent

years compared to other companies. For this reason, the Chairman or Chairwoman of the Audit Committee is also to receive a higher attendance fee for each Audit Committee meeting. Furthermore, the provisions of the Articles of Association regarding Supervisory Board remuneration are to be amended in order to simplify the administrative handling of related payments. For this reason, the Articles of Association of Heidelberger Druckmaschinen Aktiengesellschaft are in future to specify the remuneration of Supervisory Board members as follows:

- Each member of the Supervisory Board receives fixed remuneration of € 40,000.
- The Chairman of the Supervisory Board receives three times the remuneration stated under paragraph 1, his deputy double the amount stated under paragraph 1.
- The Company also grants each member of the Supervisory Board an attendance fee of € 500 for participation in a meeting of the Supervisory Board, a meeting of the committees stated in paragraph 4 and a preparatory separate shareholder or employee member meeting if these are held on a different day to the Supervisory Board meeting.
- The members of the Executive Committee, the Audit Committee and the Committee on Arranging Personnel Matters of the Management Board receive additional remuneration for their work on these committees. Each committee member receives remuneration of € 1,500 per meeting for their participation in a meeting of one of these committees. The Chairman of the Audit Committee receives remuneration of € 7,000 per meeting, the Chairman of the Executive Committee and the Chairman of the Committee on Arranging Personnel Matters of the Management Board receive remuneration of € 2,500 per meeting.
- Members of the Supervisory Board who are on the Supervisory Board for only part of the fiscal year receive reduced remuneration proportionate to the time served.
- The fixed remuneration shall be payable after the end of the fiscal year, and remuneration for attending meetings pursuant to paragraph 3 as well as remuneration for attending committee meetings pursuant to paragraph 4 is payable after the end of each calendar quarter.
- The Company reimburses each member of the Supervisory Board for their expenses incurred in the context of their work as a member of the Supervisory Board.
- The Company reimburses each member of the Supervisory Board for the sales tax charged in the context of their work as a member of the Supervisory Board.

- The performance of duties by members of the Supervisory Board is covered by a D&O insurance policy taken out by the Company.

The new remuneration regulation is to be applied from July 25, 2025.

The remuneration and the remuneration system for the Supervisory Board are regularly reviewed by the Company's management, taking particular account of the time commitment of the Supervisory Board members and the remuneration granted to members of the supervisory boards of other, comparable companies. If the Management Board and the Supervisory Board consider an adjustment to the remuneration or the remuneration system to be necessary, they will submit a corresponding proposed resolution to the Annual General Meeting; in any case, a proposed resolution on the remuneration including the underlying remuneration system must be submitted to the Annual General Meeting at least every four years.

The regulations on preventing and addressing conflicts of interest are also taken into account in the procedure for defining and implementing the remuneration system.