

Details of the remuneration of the Supervisory Board members

In accordance with s. 113 (3) AktG, a resolution on the remuneration awarded to the members of the Supervisory Board is to be passed at least every four years. The remuneration of the Supervisory Board members is set out in sec. 15 of the Articles of Association, which was last amended following a resolution by the Annual General Meeting on April 27, 2023.

The remuneration awarded to the members of the Supervisory Board is set out in s. 15 of the Articles of Association, which reads as follows:

Section 15

- (1) In addition to the reimbursement of its expenses, each Supervisory Board member shall receive a fixed annual compensation of EUR 70,000.00 payable after the end of the fiscal year. The chairman of the Supervisory Board shall receive two and a half times and the deputy chairman one and a half times this amount.
- (2) Members of the Presiding and Sustainability Committee and of the Audit Committee shall additionally be entitled to an annual remuneration of EUR 45,000.00 for each committee membership, members of the Innovation and Product Sustainability Committee shall be entitled to an annual remuneration of EUR 35,000.00 for each committee membership. The committee chairman shall in each case receive twice this amount.
- (3) In addition, members of the Supervisory Board shall receive, after the end of the fiscal year, for each meeting of the Supervisory Board and of the committees mentioned under para. (2), in which they participated, an attendance fee in the amount of EUR 1,000.00.
- (4) As far as required from the aspect of value added tax, the compensation shall be paid out plus the applicable VAT.
- (5) If members of the Supervisory Board are appointed during the year and/or leave the Supervisory Board over the course of the year, the remuneration set out in paragraphs 1 and 2 shall be paid on a pro rata temporis basis.
- (6) For the first time, the provisions under this sec. 15 shall apply to the fiscal year commencing on January 1, 2023

The remuneration of the members of the Supervisory Board is commensurate with their duties and the situation of the Company while taking into account the recommendations of the German Corporate Governance Code and the supervisory board remuneration paid by other major listed companies.

At the same time, an appropriate and reasonable level of compensation ensures that the Company will continue to be able to attract highly qualified candidates for membership in the Company's Supervisory Board; hence, Supervisory Board compensation effectively contributes to the advancement of the business strategy and the long-term development of the Company.

In accordance with suggestion G.18 sentence 1 GCGC, the members of the Supervisory Board receive purely fixed remuneration – in addition to attendance fees and the reimbursement of expenses. The fact that the remuneration of the Supervisory Board is not linked to performance indicators is to ensure that the members of the Supervisory Board perform their control and advisory function in a neutral and objective manner. Additionally, it must be taken into account that, as a rule, the extent of the workload and the liability risk faced by the members of the Supervisory Board does not run in parallel with the economic success of the company. In fact, especially during periods of economic strain, in which variable compensation may diminish, the Supervisory Board members will be required to perform their control and advisory functions in a particularly thorough way.

In accordance with recommendation G.17 GCGC, the higher time commitment of the Chair and Deputy Chair of the Supervisory Board as well as of the Chair and the members of committees is appropriately taken into account by means of additional and/or increased fixed remuneration. The Chairman of the Supervisory Board receives two and a half times the basic remuneration of an ordinary member of the Supervisory Board, and his deputy one and a half times this amount. Additional compensation is paid for membership in the Presiding and Sustainability

Committee, the Audit Committee, as well as the Innovation and Product Sustainability Committee, but not for membership in the Mediation Committee and the Nomination Committee.

The above fixed remuneration components are paid pro rata temporis when Supervisory Board members are appointed during the year and/or leave the Supervisory Board in the course of the year.

At the end of the fiscal year, the members of the Supervisory Board receive an appropriate attendance fee for each meeting of the Supervisory Board and the aforementioned committees they attended.

Where required by value added tax law, the remuneration of the members of the Supervisory Board is paid out plus the value-added tax due in each case.

The Presiding and Sustainability Committee regularly reviews the appropriateness of the remuneration system and the rules governing the compensation of the members of the Supervisory Board. In this context, the scope of responsibility and the significance of the Supervisory Board's oversight and advisory functions are taken into account, among other things. In addition, the review includes a benchmarking exercise with other listed companies that are comparable with GEA Group Aktiengesellschaft in terms of relevant performance metrics. Independent external compensation consultants may be called in for the purpose of the review.

Every four years as a minimum, as well as in the event of proposals for amending the remuneration scheme, the Annual General Meeting passes a resolution on the remuneration of the members of the Supervisory Board. The Annual General Meeting may either confirm the existing remuneration system governing the remuneration of Supervisory Board members or pass a resolution to modify it. In accordance with the statutory allocation of powers, the Executive Board and the Supervisory Board submit the respective proposals for resolution to the Annual General Meeting. The decision on the design of the remuneration system and the level of remuneration is up to the Annual General Meeting.