COMPENSATION REPORT 2024

The Executive Board and Supervisory Board of SINGULUS TECHNOLOGIES AG (the "**Company**") have prepared this Compensation Report in accordance with the requirements of § 162 of the German Stock Corporation **Act** ("**AktG**").

The report explains the main features of the compensation system for the Management Board and Supervisory Board and provides individualized information on the compensation granted and owed in the 2024 business year for the current and former members of the Management Board and Supervisory Board.

Due to rounding, it is possible that individual figures in this report do not add exactly to the totals given and that the percentages shown do not exactly reflect the absolute values to which they relate.

This report was formally audited by the company's auditor in accordance with Section 162 (3) AktG; the corresponding audit opinion is included in this report.

Review of the past business year 2024

The composition of the Management Board changed in the reporting year. By resolution of the Supervisory Board on November 6, 2024, Mr. Lars Lieberwirth was appointed as a full member of the Executive Board for a period of three years with effect from December 1, 2024. Dr. Rinck left the Management Board on December 31, 2024, following the expiry of his appointment and his service contract.

A) Compensation of the Management Board

I. Composition of the Executive Board in the 2024 business year

Dr.-Ing. Stefan Rinck (CEO)

Chairman of the Management Board; Management Board member responsible for sales, technology, research and development, production, strategy, and international activities.

Dr. Rinck stepped down from the Executive Board on December 31, 2024.

Markus Ehret

Board member responsible for Finance, Controlling, Investor Relations, Purchasing, Human Resources, IT and ESG.

Mr. Ehret has been appointed to the Executive Board until December 31, 2028.

Lars Lieberwirth

Board Member for Operations, Production, Service.

Mr. Lieberwirth has been appointed to the Management Board until November 30, 2027.

II. Explanation of compensation structure

1. Overview of compensation structure

1.1. Concept and objectives of the structure

The compensation of the individual members of the Management Board is determined and regularly reviewed by the Supervisory Board. The aim is to remunerate the members of the Management Board appropriately in accordance with their activities and responsibilities, taking into account their personal performance as well as the economic situation, success and future prospects of the company.

The compensation structure of the company's Management Board is determined in accordance with the provisions of the German Stock Corporation Act, taking into account the recommendations of the German Corporate Governance Code, and is geared towards sustainable and long-term corporate development. The total compensation of the members of the Management Board consists of fixed and variable compensation, divided into a short-term and a long-term component, and benefits in kind. It is commensurate with their tasks and performance as well as the size and situation of the company. The compensation system ensures that both positive and negative developments are appropriately reflected in the compensation (*pay for performance*). It takes into account both the performance of the Management Board as a whole and the achievement of individual targets and thus remunerates the work performed by the members of the Management Board in a results-oriented, competitive manner and creates incentives for the members of the Management Board to increase the value of the company. The compensation system is clearly structured and easy for shareholders to understand and transparent.

In order to plan, manage and monitor its targets, the company relies on the key figures of incoming orders and order backlog, sales, EBIT and liquidity. Business activities are financed via the capital market and loans from banks and investors.

Executive Board compensation is linked to these key figures, the achievement of strategic targets and the share price via variable compensation. In this way, the compensation system makes a significant contribution to promoting the business strategy and the long-term and sustainable development of the company. The variable components in particular (annual bonus based on target agreements and share-based compensation) are geared towards the growth targets for the Solar, Semiconductor and Life Science segments.

The system aims to align the interests of the Management Board and shareholders as well as other stakeholders. It is intended to provide effective incentives to strengthen the company's operational success and sustainably increase the value of the company. The structure of the long-term variable compensation is intended to bind the members of the Management Board to the company in the long term.

The fixed, non-performance-related part of the compensation consists of a fixed annual salary and benefits in kind. It should account for 60% of the target compensation. The high proportion of fixed compensation is intended to prevent Management Board members from taking disproportionately high risks in order to achieve short-term targets.

The performance-related components are divided into a variable bonus and a share-based compensation component (phantom stocks). The variable bonus is linked to the achievement of individual targets relating to financial, operational and strategic objectives, including sustainability targets. The phantom stock program is intended to create a long-term incentive and commitment effect by issuing virtual shares. After a waiting period of two years, the phantom stocks can be exercised every six months in tranches of 25% if the company's share price is a certain minimum percentage above the exercise price. The incentive effect is achieved through performance targets, waiting periods and staggered exercise. This largely eliminates the effects of short-term price increases that are market-related and not company-related. The phantom stocks represent a compensation component with a multi-year assessment basis that links the compensation of the members of the Management Board to the performance of the share, thereby aligning the interests of the Management Board and shareholders.

In its entirety, the compensation system takes into account the provisions of the German Stock Corporation Act and the Corporate Governance Code.

1.2. Procedure for determining, implementing and reviewing compensation

In accordance with Section 87a AktG, the company's Supervisory Board is responsible for the structure of the compensation system such as the determination and regular review of the system and the total compensation of the individual members of the Management Board. To assess whether the compensation of the individual members of the Management Board is in line with market practice, the Supervisory Board bases its determination of the target income on the situation of the company, the compensation paid by comparable companies to the members of their management (horizontal comparison) and the salary level of the first and second management levels in the company (vertical comparison). The Supervisory Board also ensures that compensation remains competitive so that Management Board members can be retained and new ones recruited. A balance is struck by the size of the Management Board, which currently has the statutory minimum number of members.

The Supervisory Board regularly reviews the structure and appropriateness of the compensation at its first Supervisory Board meeting of the year. In this review, it takes into account the individual performance and the scope of the responsibilities assumed in comparison to other members of the Management Board as well as the economic situation of the company.

In the event of significant changes to the compensation system, but at least every four years, the compensation system is submitted to the Annual General Meeting for approval. The current compensation system for Executive Board members was approved by the Annual General Meeting on July 19, 2023. In accordance with Section 87a (2) AktG, the Supervisory Board may temporarily deviate from the compensation system if this is necessary in the interests of the long-term well-being of the company. In the past, the Supervisory Board has made use of this reduction option due to the company's difficult economic situation. However, the compensation was not reduced in the 2024 business year, as the commitment of the members of the Management Board to safeguard the company's continued existence was very high in the reporting period.

1.3. Composition of the compensation

The fixed, non-performance-related part of the annual compensation consists of a fixed annual salary and benefits in kind (incl. company car and insurance).

The performance-related components are divided into a variable bonus and phantom stocks. The Management Board contracts also provide for the Supervisory Board grant one-off special payments for extraordinary performance (**one-off bonus**) in addition to the variable compensation.

The compensation covers the entire activity of the members of the Management Board, including other Group-internal functions and activities of the respective Management Board members.

At the request of the Management Board, the company is taking out a life insurance policy for the Management Board member concerned as part of a deferred compensation plan.

1.3.1. Fixed compensation

The fixed, non-performance-related annual compensation of the members of the Management Board is paid in twelve equal installments at the end of each month, for the last time for the full month in which the employment contract ends. It is reviewed annually for appropriateness and adjusted if necessary. An adjustment can also be made by granting one-off bonuses. The fixed compensation was not adjusted in the reporting year.

1.3.2. Variable bonus (target agreements)

The variable bonus is linked to the achievement of individual targets. These targets are redefined annually by the Supervisory Board following the adoption of the budget for the following year and agreed individually with the members of the Management Board. They are based on the respective strategic targets for the company, operational and financial indicators and sustainability targets set by the Supervisory Board in consultation with the Management Board. As a rule, 50% of the target agreements consist of financial targets, 30% of operational targets and 20% of strategic targets. The strategic targets also include the achievement of sustainability targets (ESG), which are set by the Supervisory Board. The amount of the bonus depends on the percentage of target achievement in each case. The basis of assessment is the amount corresponding to 80% of the applicable fixed salary. A weighted average is calculated from the individual percentages achieved for each individual annual target. This is applied to the assessment basis in order to determine the amount of the bonus. The variable bonus may not exceed 80% of the fixed salary. If the annual targets are exceeded by the respective Management Board member, the Supervisory Board may set the target achievement up to 120% in individual cases at its own discretion. Assuming 100% achievement of the annual targets on average, the bonus corresponds to 80% of the fixed salary. If at least 50% of the targets are not achieved or only partially achieved, the Supervisory Board decides at its own discretion whether and to what extent the bonus is paid.

1.3.3. Phantom Stocks

The phantom stock program is the second component of variable compensation and is intended to create a long-term incentive and loyalty effect by linking compensation to the sustainable performance of the company. The best indicator of performance is the share price.

The Supervisory Board decides on the number of phantom stocks to be granted at its own discretion. Each individual phantom stock is structured as a virtual option and, after a waiting period of two years and the achievement of a performance target, entitles the holder to receive a payment corresponding to the difference between the relevant exercise price and the reference price for one share of the company with a nominal value of € 1.00 each upon exercise. The exercise price corresponds to the non-weighted average closing price (or a corresponding successor value) of the company's share in Xetra trading (or in a functionally comparable successor system replacing the Xetra system) on the Frankfurt Stock Exchange on the five trading days prior to the issue date. The reference price is the (non-weighted) average of the closing prices (or a corresponding successor value) of the company's shares in Xetra trading (or in a functionally comparable successor system replacing the Xetra system) on the Frankfurt Stock Exchange on the five trading days prior to the exercise date. Phantom stocks can be exercised for the first time after a waiting period of two years, which begins on the issue date.

After the expiry of the waiting period, the phantom stocks can be exercised each year within an exercise period. There are two exercise periods, the first begins after publication of the interim report for the first quarter, the second begins after publication of the interim report for the third quarter. Only up to 25% of the phantom stocks granted can be exercised within an exercise period. If an exercise tranche is not exercised in an exercise period, it can be exercised additionally in the following exercise periods. Furthermore, phantom stocks can only be exercised if the performance target is achieved, i.e. if the reference price at the time of exercise is at least 15% above the exercise price.

Within the term of the phantom stock programs, option rights from the phantom stocks can also be exercised prematurely, i.e. also outside the respective exercise period and before the end of the waiting period, as soon as (i) a takeover bid within the meaning of Section 29 (1) WpÜG has been published for the company's shares or (ii) a person acquires control within the meaning of Section 29 (2) WpÜG. In these cases, all phantom stocks can be exercised, regardless of whether the performance target has been achieved.

The term of the phantom stocks is five years from the respective issue date. Phantom stocks that have not been exercised by the end of this term expire without replacement or compensation.

1.4. Maximum compensation

In accordance with Section 87a (1) sentence 2 no. 1 AktG, the Supervisory Board has set the maximum compensation described below:

The current service contracts for members of the Management Board stipulate that the maximum compensation that the respective member of the Management Board can receive in the course of a year (fixed and variable compensation including fringe benefits, a possible one-off bonus and pension contributions) is limited to 3.5 times the fixed salary set in each case.

There are also separate maximum limits for the variable compensation components. The maximum compensation was not exceeded in the 2024 business year.

1.4.1. Variable compensation

The variable annual bonus may not exceed 80% of the fixed salary; this also applies if the target achievement exceeds 100%.

1.4.2. Phantom Stocks

The cash compensation to be granted upon exercise of the phantom stocks is limited to three times the exercise price per phantom stock. The cash settlement to be granted over the period of one year from the phantom stock programs may also not exceed the amount of the annual fixed salary. This also applies if exercise tranches from phantom stock programs from different years fall due during a year.

1.4.3. Special payment

Any special payment granted by the Supervisory Board may not exceed half of the fixed salary and is subject to the maximum total compensation that the Management Board member may receive in a year.

2. Compensation for the 2024 business year

The company uses the vesting-oriented approach for "compensation granted". This means that compensation is (already) disclosed in the compensation report for the business year in which the (one-year or multi-year) activity on which the compensation is based was fully performed. This approach enables a meaningful comparison, as the variable short-term compensation for 2024, for example, is compared with the earnings situation for the 2024 business year.

2.1. Fixed compensation

The contractually agreed annual fixed compensation of the Executive Board members in the 2024 business year amounted to € 440 thousand for the Chairman of the Executive Board Dr. Rinck, € 330 thousand for Mr. Ehret and € 250 thousand for Mr. Lieberwirth.

The amount of the fixed compensation depends on the function on the Management Board and the length of service on the Management Board.

2.2. Short-term variable compensation

In addition to the fixed salary, the company grants the members of the Management Board a one-year variable compensation ("**bonus**"), the amount of which is determined by the Supervisory Board for the respective business year on the basis of annually agreed target agreements. These include financial, operational and strategic targets. The Supervisory Board assessed target achievement at March 26, 2025, and determined for all members of the Management Board:

- Dr.-Ing. Stefan Rinck: 47%, which corresponds to an amount of € 165 thousand
- Mr. Markus Ehret: 45%, which corresponds to an amount of € 119 thousand
- Mr. Lars Lieberwirth: 50% pro rata for the month of his membership of the Management Board (pro rata temporis), corresponding to an amount of € 8 thousand

The activity on which the variable compensation is based was performed in full by the balance sheet date.

The variable compensation is therefore classified as granted for the 2024 business year, even if payment is after the end of the 2024 business year.

2.3. Long-term variable compensation (phantom stocks)

The company grants the members of the Management Board phantom stocks each year in accordance with the phantom stock program approved by the Supervisory Board.

The phantom stocks for the 2024 business year were issued on April 12, 2024. As a rule, phantom stocks are issued in a two-week period following the annual results press conference (ARC) for the respective business year. The purpose of this period is to ensure that all relevant information for the business year is reflected in the share price on which the phantom stocks are based. As no ARC was held this year, April 8, 2024, was used as the starting date instead of the ARC date, as the company published the 2023 annual financial statements on this date, which corresponds to the ARC in terms of disclosure level. Dr. Rinck was granted 150,000 phantom stocks and Mr. Ehret was granted 100,000 phantom stocks.

In the 2024 business year, the Executive Board did not exercise any phantom stocks from previous years' programs.

At the end of the 2024 business year, Dr. Rinck held 600,000 phantom stocks, which break down as follows: (i) 150,000 phantom stocks granted in the 2020 business year, (ii) 150,000 phantom stocks granted for the 2022 business year, (iii) 150,000 phantom stocks granted for the 2023 business year and (iv) 150,000 phantom stocks granted for the 2024 business year. If the exercise conditions are met, Dr. Rinck must exercise the phantom stocks in the next exercise window after his departure.

Mr. Ehret held 400,000 phantom stocks, which break down as follows: (i) 100,000 phantom stocks granted in the 2020 business year, (ii) 100,000 phantom stocks granted for the 2022 business year,

(iii) 100,000 phantom stocks granted for the 2023 business year and (iv) 100,000 phantom stocks granted for the 2024 business year.

Due to the late entry into the company in December of the 2024 business year, Mr. Lars Lieberwirth did not receive any phantom stocks for this year.

The terms and exercise prices of the individual tranches are shown in the following table:

	Year of issue	Day of issue	Quantity	Exercise price	End of waiting period	Program expiry	Final exercise
Dr.-Ing. Stefan Rinck	2020	April 3, 2020	150,000	3.92 €	April 3, 2022	April 3, 2025	Q3/2024
	2022	June 17, 2022	150,000	3.62 €	June 17, 2024	June 17, 2027	Q1/2027
	2023	November 16, 2023	150,000	1.74 €	November 16, 2025	November 16, 2028	Q3/2028
	2024	April 12, 2024	150,000	1.30 €	April 12, 2026	April 12, 2029	Q3/2028
		Total	**600,000**				
Markus Ehret	2020	April 3, 2020	100,000	3.92 €	April 3, 2022	April 3, 2025	Q3/2024
	2022	June 17, 2022	100,000	3.62 €	June 17, 2024	June 17, 2027	Q1/2027
	2023	November 16, 2023	100,000	1.74 €	November 16, 2025	November 16, 2028	Q3/2028
	2024	April 12, 2024	100,000	1.30 €	April 12, 2026	April 12, 2029	Q3/2028
		Total	**400,000**				
Lars Lieberwirth	2024	No issue					

The allocation of the fair value of the phantom stocks over the respective periods resulted in expenses of € 21 thousand in the 2024 fiscal year. Expenses of € 13 thousand are attributable to the phantom stocks of Dr. Rinck and expenses of € 8 thousand are attributable to the phantom stocks of Mr. Ehret.

The activity on which the long-term variable compensation is based was fully performed by the balance sheet date. The long-term variable compensation is therefore classified as granted for the 2024 business year.

2.4. Other compensation

Furthermore, the members of the Management Board receive fringe benefits in the form of benefits in kind such as company cars or a lump sum compensation for the use of a private vehicle for business purposes as well as accident and liability insurance. These fringe benefits are taxable as part of the compensation of the individual Executive Board member.

Other compensation in the 2024 business year amounted to € 53 thousand for Dr. Rinck and € 35 thousand for Mr. Ehret. Due to joining the company at a later date, Mr. Lieberwirth received less than € 1 thousand in fringe benefits. The members of the Management Board did not receive any additional compensation for their activities as managing directors of a subsidiary in the 2024 business year. A lump sum of 15% of the fixed compensation and the one-year variable compensation is deemed to be compensation for these activities.

2.5. Application of malus and claw back during the reporting year

Dr. Rinck's employment contract included the possibility of withholding (*malus*) and reclaiming compensation already paid out (*claw back*) from the contract extension on December 1, 2023. No use was made of this provision. Mr. Ehret's employment contract only contained a malus and claw back provision from the contract extension on January 1, 2024. No use was made of this provision. This provision is also included in Mr. Lieberwirth' s employment contract.

2.6. Overview of individual compensation

The following table shows the individual total compensation of the members of the Management Board and the relative share of the respective compensation component in the total compensation in accordance with Section 162 AktG.

Remuneration granted and due for the fiscal year 2024													
			Fixed components			Variable components							
Current members of the Executive Board	Date of entry	Last position	Fixed compensation in € K	Fringe benefits in € K	Total in € K	One-year variable compensation in € K	Multi-year variable compensation in € K	Special payments in € K	Total in € K	Total compensation in € K	Share of fixed compensation in %	Share of variable compensation in %
Dr.-Ing. Stefan Rinck	September 1, 2009	CEO	440	53	493	165	68	0	233	726	68	32
Markus Ehret	April 19, 2010	CFO	330	35	365	119	45	0	164	529	69	31
Lars Lieberwirth	December 1, 2024	Member	21	0	21	8	0	0	8	29	72	28
Total			**791**	**88**	**879**	**292**	**113**	**0**	**405**	**1.284**	**68**	**32**

The activity on which the compensation is based was performed in full by the balance sheet date. The compensation for the Management Board activity is therefore classified as granted for the 2024 business year, even if payment is made after the end of the 2024 business year.

3. Benefits promised after the regular termination of Management Board activity

The members of the Management Board receive a company pension financed by the company in the form of a defined contribution plan. The company grants the members of the Management Board an annual pension contribution amounting to a certain percentage of their gross annual fixed salary under their employment contract. This percentage should not exceed 35% of pensionable income. This form of pension provision allows the company to reliably calculate the annual expense. The amount of the benefit commitment was calculated as a percentage of the fixed compensation on the basis of an approximate target pension level, a hypothetical term of appointment and the expected interest rate trend in accordance with actuarial principles. However, the actual pension level is not fixed in the case of a defined contribution benefit commitment, as it depends on the length of service on the Management Board and interest rate trends.

Retirement benefits and surviving dependents' benefits are granted as pension benefits. With regard to retirement benefits, it is stipulated that a monthly retirement pension or a one-off capital payment is granted if the Executive Board member leaves the company after reaching the age of 63. If the Executive Board member leaves the company before the age of 63, but not before the age of 60, an early monthly retirement pension or an early one-off capital payment is granted as an early retirement benefit, provided that the Executive Board member requests payment of the early retirement benefit at the time of leaving the company. The amount of (early) retirement benefit is based on actuarial principles. In the event of the death of a member of the Executive Board before claiming (early) retirement benefits, the surviving spouse receives a one-off surviving dependents' lump sum. The amount of the surviving defendants' lump sum is determined when the insured event occurs and corresponds to the contribution refund due in the event of death before the start of the pension.

In the event of death after claiming the (early) retirement benefit in the form of a monthly pension, but before 20 years have elapsed since the start of the pension, the surviving spouse receives a temporary survivor's pension until the end of this 20-year period. If there is no entitled surviving spouse, the surviving children will receive equal shares of the survivor's benefit under certain circumstances.

The pension scheme is outsourced to the Towers Watson Second e-Trust e.V. association ("**association**") and is not charged to the company's balance sheet. The association concludes corresponding reinsurance policies to reinsure the pension benefits.

If the Management Board member leaves the company before a pension event occurs, he or she retains a pro rata entitlement to pension benefits, regardless of whether statutory vesting in accordance with the relevant provisions of the German Company Pensions Act (Betriebsrentengesetz) exists at the time of leaving the company.

The annual pension contribution for Dr. Rinck has been 59.97% since January 1, 2012, and 31.58% for Mr. Ehret since January1, 2018. The annual expense for the company in the 2024 business year amounted to around € 359 thousand, of which around € 264 thousand was attributable to Dr. Rinck and around € 95 thousand to Mr. Ehret. Due to the late entry into the company, the pension contribution for Mr. Lieberwirth is due and reported in the 2025 business year.

4. Severance payment regulations

In the event of premature termination of the employment relationship through ordinary termination or in the event of premature termination of the appointment, the members of the Management Board receive a severance payment, the amount of which is limited to two years' compensation (severance payment cap). The amount is based on the fixed salary excluding benefits in kind and other fringe benefits plus a lump-sum variable compensation of the relevant fixed salary, including contributions to the pension scheme. If the remaining term of the respective Management Board service contract is less than two years, the severance payment is to be reduced pro rata temporis in relation to the remaining term of the service contract. In the event of extraordinary termination for good cause by the company, there is no entitlement to severance pay.

5. Claims in the event of death or permanent incapacity to work

In the event of death, the service contracts of all current members of the Management Board provide for the continued payment of the fixed compensation to his widow and dependent children for the month in which the death occurred and for the following nine months, but no longer than until the end date of the respective service contract.

In the event of permanent incapacity to work and the receipt of sick pay, the employment contracts of all current members of the Management Board provide for an entitlement to the difference between the net fixed salary and the net sick pay for a further nine months, but no longer than until the end date of the respective employment contract.

6. Third-party benefit commitments

No member of the Executive Board was granted or promised benefits by third parties in the reporting period with regard to their activities as a member of the Executive Board.

B) Compensation of the Supervisory Board

I. Composition of the Supervisory Board during the 2024 business year

During the 2024 business year, the composition of the Supervisory Board changed as follows

Mr. Denan Chu was elected to the Supervisory Board by the Annual General Meeting on December 14, 2023, at which the expansion of the Supervisory Board to four members was also resolved (legally effective upon registration on January 24, 2024). Due to compliance regulations of the Triumph Group, Mr. Denan Chu waives the Supervisory Board remuneration to be granted to him and only receives an amount equivalent to the deductible for liability insurance as part of his work for the company.

At the beginning of the 2024 business year, Dr. Silke Landwehrmann resigned from the Supervisory Board for personal reasons. With effect from January 17, 2024, the Aschaffenburg Local Court appointed Ms. Martina Rabe as a member of the Supervisory Board until the next Annual General Meeting. Ms. Rabe resigned from the Supervisory Board with effect from June 18, 2024, in a letter dated May 21, 2024. This seat was vacant until the 2024 Annual General Meeting.

Dr. Jutta Menninger was elected to the Supervisory Board at the Annual General Meeting on July 25, 2024. Since then, she has held the fourth position on the Supervisory Board.

There were no other personnel changes. At the end of the 2024 business year, the Supervisory Board therefore consists of the following members Dr. Ing. Wolfhard Leichnitz (Chairman of the Supervisory Board), Dr. Changfeng Tu (Deputy Chairman of the Supervisory Board), Mr. Denen Chu and Dr. Jutta Menninger.

II. Compensation system for the Supervisory Board in the 2024 business year

The compensation system for Supervisory Board members is based on the statutory requirements of the German Stock Corporation Act. The compensation of the Supervisory Board is regulated in Section 11 of the company's Articles of Association. It is balanced overall and is based on the tasks and responsibilities of the Supervisory Board members and the situation of the company, also taking into account the compensation regulations of comparable companies. This enables the best possible supervision and advice for the Management Board, which in turn makes a significant contribution to a successful business strategy and the long-term success of the company.

In addition to the reimbursement of their expenses, the members of the Supervisory Board receive a fixed compensation of € 40 thousand for each full business year of membership of the Supervisory Board, payable after the end of the business year. The Chairman of the Supervisory Board receives double and the Deputy Chairman one and a half times the fixed compensation. Supervisory Board members who only belong to the Supervisory Board for part of the business year or who chair, or deputy chair the Supervisory Board receive a lower fixed compensation in proportion to the time spent on the Supervisory Board. There is no provision for performance-related compensation or financial or non-financial performance criteria. This best reflects the independent control and advisory function of the Supervisory Board, which is not focused on the short-term success of the company but on its long-term development. The company does not grant any attendance fees. The compensation does not change even if the Supervisory Board meets frequently.

The Annual General Meeting determines the compensation of the members of the Supervisory Board in the Articles of Association at the proposal of the Management Board and the Supervisory Board. The Annual General Meeting decides on the compensation of the members of the Supervisory Board at least every four years. A resolution confirming the existing compensation is also permissible. The compensation of the Supervisory Board was last approved after the reporting period by the Annual General Meeting on July 25, 2023.

The contractually agreed total compensation of the Supervisory Board in the 2024 business year amounted to €158 thousand.

The following table shows the compensation granted and owed to the members of the Supervisory Board in the 2024 business year in accordance with Section 162 AktG. The activity on which the compensation is based was performed in full by the balance sheet date. The compensation for Supervisory Board activities for the 2024 business year is therefore classified as granted, even if the Supervisory Board compensation was not paid until after the end of the 2024 business year in accordance with Article 11 of the Articles of Association:

			Fixed components			Variable components						
Current members of the Supervisory Board	**Date of entry**	**Last position**	**Fixed compensation in € K**	**Fringe benefits in € K**	**Total in € K**	**One-year variable compensation in € K**	**Multi-year variable compensation in € K**	**Special payments in € K**	**Total in € K**	**Total compensation in € K**	**Share of fixed compensation in %**	**Share of variable compensation in %**
Dr.-Ing. Wolfhard Leichnitz	May 29, 2009	Chairman	80	0	80	0	0	0	0	80	100	0
Dr. Changfeng Tu	July 19, 2023	Vice Chairman	58	0	58	0	0	0	0	58	100	0
Denan Chu	January 24, 2024	Member	3	0	3	0	0	0	0	3	100	0
Dr. Jutta Menninger	July 25, 2024	Member	17	0	17	0	0	0	0	17	100	0
Total			**158**	**0**	**158**	**0**	**0**	**0**	**0**	**158**	100	0

In the reporting year, the members of the Supervisory Board did not receive any compensation or benefits for services rendered personally, in particular consulting or mediation services.

The remuneration granted and owed in the 2024 financial year to members who left the company during the 2024 financial year is shown in the table in section D) of this report and is fully attributable to the pro rata basic remuneration.

C) Advances and loans to members of the Management Board and Supervisory Board

The company did not grant any advances or loans to members of the Management Board or Supervisory Board in the reporting year.

D) Comparative presentation of the change in compensation

The following table shows the company's earnings performance, the annual total compensation granted and owed to current and former members of the Management Board and Supervisory Board and the annual change in the average compensation of employees on a full-time equivalent basis over the last five business years in accordance with Section 162 Para. 1 Sentence 2 No. 2 AktG. In the 2024 business year, this was an average of 249 people. The compensation of all employees of the company in Germany, including executives within the meaning of Section 5 (3) of the German Works Constitution Act (Betriebsverfassungsgesetz), was taken into account. All collectively agreed salary components or agreed fixed salaries, agreed allowances and bonuses as well as any variable compensation components attributable to the 2024 business year, such as bonuses or special payments, were included in the analysis. The components of the average employee compensation shown therefore correspond in principle to the compensation granted and owed to the members of the Management Board and Supervisory Board in accordance with Section 162 Para. 1 Sentence 1 AktG.

	2020 [in € K]	Annual Change [in %]	2021 [in € K]	Annual Change [in %]	2022 [in € K]	Annual Change [in %]	2023 [in € K]	Annual Change [in %]	2024 [in € K]	Annual Change [in %]
Current members of the Executive Board										
Dr.-Ing. Stefan Rinck	**1.250**	-13	**562** [1)]	-55	**802**	43	**702**	-12	**726**	3
(thereof phantom stocks issued)	***588***		**-**		***226***		***104***		***68***	
Markus Ehret	**835**	-14	**379** [1)]	-55	**643**	70	**475**	-26	**529**	11
(thereof phantom stocks issued)	***392***		**-**		***151***		***69***		***45***	
Lars Lieberwirth									***29***	n/a
(thereof phantom stocks issued)									***0***	
Former members of the Executive Board										
Dr. rer. nat. Christian Strahberger (Nov 1,2019 - Oct 31, 2022)	**711**	1.267	**367** [1)]	-48	**305**	-17	**-**	-	**-**	-
(thereof phantom stocks issued)	***392***		**-**		**-**		**-**		**-**	
Current members of the Supervisory Board										
Dr.-Ing. Wolfhard Leichnitz	**76**	-5	**80**	5	**80**	0	**80**	0	**80**	0
Dr. Changfeng Tu	**-**	-	**-**	-	**-**	-	**20**	n/a	**58**	190
Denan Chu	**-**	-	**-**	-	**-**	-	**-**	-	**3**	n/a
Dr. Jutta Menninger	**-**	-	**-**	-	**-**	-	**-**	-	**17**	n/a
Former members of the Supervisory Board										
Christine Kreidl (Dec 04, 2012 - Aug 10, 2019)	**-**	-	**-**	-	**-**	-	**-**	-	**-**	-
Dr. rer. nat. Rolf Blessing (May 11, 2011 - July 19, 2023)	**38**	-5	**40**	5	**40**	0	**18**	-55	**-**	-
Dr. rer. pol. Silke Landwehrmann (Aug 11, 2019 - Jan 17, 2024)	**50**	213	**60**	20	**60**	0	**60**	0	**3**	-96
Martina Rabe (Jan 17, 2024 - June 18, 2024)	**-**	-	-	-	-	-	-	-	**17**	**n/a**
Average compensation of employees										
Employees of SINGULUS TECHNOLOGIES AG	**58**	-20	**69**	18	**69**	1	**75**	8	**77**	2
Earnings development of the company										
EBIT (IFRS) [in € million]	**-36,8**	-349	**-12,4**	66	**5,9**	148	**-10,1**	-271	**-0,7**	93
Net income (HGB) [in € million]	**-34,6**	-98	**-21,8**	37	**-11,8**	46	**0,1**	101	**-12,9**	- 13.000

1) In 2021 no phantom stocks were issued, so that the issue values of the phantom stocks were not offset here

REPORT BY THE INDEPENDENT AUDITOR ON THE AUDIT OF THE REMUNERATION REPORT PURSUANT TO ART. 162 PARA. 3 AKTG

To Singulus Technologies AG, Kahl am Main

Audit opinion

We have formally audited the remuneration report of Singulus Technologies AG for the fiscal year from January 1 to December 31, 2024, to determine whether the information required by Section 162 (1) and (2) AktG has been included in the remuneration report. In accordance with Section 162 (3) AktG, we have not audited the content of the remuneration report.

In our opinion, the information required by Sec. 162 (1) and (2) AktG has been disclosed in the accompanying remuneration report in all material respects. Our opinion on the remuneration report does not cover its content.

Basis for the opinion

We conducted our audit of the remuneration report in accordance with Section 162 (3) AktG and German *IDW Auditing Standard: Audit of the Remuneration Report in accordance with Section 162 (3) AktG (IDW AsS 870 (09.2023))*. Our responsibilities under this regulation and standard are further described in the "Auditor's Responsibilities" section of our report. We have applied the requirements of the *IDW quality management standard: Requirements for quality management in the auditing practice (IDW QMS 1) 09.2022)* as an auditing firm. We have complied with the professional duties according to the Wirtschaftsprüferordnung (German Public Auditor's Code) and the Berufssatzung für Wirtschaftsprüfer/vereidigte Buchprüfer (Professional Code for German Public Auditors and Chartered Accountants), including the requirements regarding independence.

Responsibilities of the Board of Managing Directors and the Supervisory Board

The Board of Managing Directors and the Supervisory Board are responsible for the preparation of the remuneration report, including the related disclosures, which meets the requirements of section 162 AktG. They are also responsible for the internal controls they deem necessary to enable the preparation of a remuneration report, including the related disclosures, which is free from material misstatement due to fraud (i.e., accounting manipulation and asset misappropriation).

Auditor's Responsibilities

Our objective is to obtain reasonable assurance about whether the information in the remuneration report is, in all material respects, in accordance with the requirements of Section 162 (1) and (2) AktG and to provide an opinion on this in a report.

We planned and performed our audit so that we could determine the formal completeness of the remuneration report by comparing the information provided in the remuneration report with the information required by Section 162 (1) and (2) AktG. In accordance with § 162 (3) AktG, we have not audited the substantive accuracy of the information, the substantive completeness of the individual pieces of information or the appropriate presentation of the remuneration report.

Limitation of liability

The “General Terms of Engagement for Wirtschaftsprüfer, Wirtschaftsprüferinnen and Wirtschaftsprüfungsgesellschaften” (General Terms of Engagement), issued by the Institut der Wirtschaftsprüfer (Institute of Public Auditors in Germany) as of January 1, 2024, apply to the performance of the engagement and to our responsibility and liability, also in relation to third parties.

Düsseldorf, March 27, 2025

Baker Tilly GmbH & Co. KG

Auditing firm

Thomas Gloth

Auditor

Jonas Hagen

Auditor