



**Item 7 on the agenda of the Annual General Meeting on 6 June 2025 -
Resolution on the remuneration of the members of the Supervisory Board**

Wording of item 7 on the agenda for the 2025 Annual General Meeting:

Resolution on the remuneration of the members of the Supervisory Board

In accordance with section 113 (3) sentences 1 and 2 AktG (German Stock Corporation Act), the Annual General Meeting of listed companies must pass a resolution on the remuneration of Supervisory Board members at least every four years, whereby a resolution confirming the remuneration is permissible.

The remuneration of the company's Supervisory Board is regulated in section 22 of the Articles of Association of Viscom SE. The last resolution in accordance with Section 113 (3) AktG was passed by the Annual General Meeting of Viscom AG on 8 June 2021.

In the opinion of the Executive Board and Supervisory Board, the remuneration for Supervisory Board members set out in Section 22 of the company's Articles of Association is still appropriate and should remain unchanged. The following proposed resolution on the remuneration system for Supervisory Board members is available on the German company's website at www.viscom.com/de under „Unternehmen/Investor Relations/Hauptversammlung“.

The Executive Board and Supervisory Board propose that the remuneration of the members of the Supervisory Board, as set out in Article 22 of the company's Articles of Association, be confirmed and the following resolution be adopted:

„In accordance with Section 113 (3) AktG, the Annual General Meeting confirms the regulations on the remuneration of Supervisory Board members set out in Section 22 of the Articles of Association of Viscom SE.

Wording of the Articles of Association

Article 22 Remuneration of the Supervisory Board

22.1 Each member of the Supervisory Board receives a fixed remuneration for each full financial year of membership of the Supervisory Board. Supervisory Board members who only belong to the Supervisory Board for part of the financial year receive the fixed remuneration pro rata temporis.

22.2 The fixed remuneration amounts to EUR 18,000.00 per financial year and Supervisory Board member. The Chairperson of the Supervisory Board receives three times and the Deputy Chairperson one and a half times the fixed remuneration; Section 22.1 sentence 2 applies accordingly.

22.3 The Supervisory Board remuneration is due on the day after the Annual General Meeting that has to resolve on the discharge of the members of the Supervisory Board for the past financial year.

22.4 The members of the Supervisory Board are also reimbursed for all expenses as well as any value added tax payable on their remuneration and expenses.

22.5 The members of the Supervisory Board are included in a financial loss liability insurance policy for board members and certain employees (D&O insurance) maintained by the company in the interests of the company in an appropriate amount, insofar as such a policy exists. The premiums for this are paid by the company.

Contribution of the remuneration to the promotion of the business strategy and long-term development in accordance with Section 87a (1) sentence 2 no. 2 AktG

Overall, the system complies with the requirements of the German Corporate Governance Code in the version dated 28 April 2022 (**GCGC**).

The Supervisory Board is primarily responsible for advising and monitoring the Management Board, which is why, in accordance with the suggestion in G.18 sentence 1 GCGC, only fixed remuneration components plus reimbursement of expenses are provided, but not variable remuneration components.

The fixed remuneration strengthens the independence of the Supervisory Board members in performing their supervisory duties and thus makes an indirect contribution "to the long-term development of the company" (see Section 87a para. 1 sentence 2 no. 2 AktG).

At the same time, the remuneration system incentivises Supervisory Board members to proactively work to "promote the business strategy" (cf. Section 87a para. 1 sentence 2 no. 2 AktG) by taking into account the greater time commitment of the Chairperson, who is particularly closely involved in discussing strategic issues (D.6 GCGC), and the Deputy Chairperson of the Supervisory Board in accordance with G.17 GCGC.

Remuneration components in accordance with section 87a(1) sentence 2 no. 3 AktG

In accordance with Article 22 of the Articles of Association, the members of the Supervisory Board are entitled to fixed remuneration and reimbursement of all expenses as well as reimbursement of any value added tax payable on their remuneration and expenses. The company also pays the premiums for a D&O insurance policy taken out in the interests of the company, which covers the members of the Supervisory Board. The fixed remuneration is calculated according to the position of the respective Supervisory Board member on the Board as follows (see wording of the Articles of Association):

Remuneration component	Chairperson of the Supervisory Board	Deputy Chairperson of the Supervisory Board	Ordinary member of the Supervisory Board
Fixed remuneration	54,000.00 €	27,000.00 €	18,000.00 €

As the remuneration system does not include any variable remuneration components, the relative proportion of fixed and variable remuneration components within the meaning of Section 87a para. 1 sentence 2 no. 3 AktG is not disclosed.

Keine variable Vergütung, keine vergütungsbezogenen Rechtsgeschäfte

As the remuneration system does not contain any variable remuneration components, the disclosures in accordance with section 87a(1) sentence 2 no. 4, 6, 7 AktG have been dispensed with. The remuneration of the Supervisory Board is determined directly in the Articles of Association, hence no transactions relevant to remuneration as referred to by section 87a(1) sentence 2 no. 8 AktG have been entered into.

Postponements in accordance with section 87a(1) sentence 2 no. 5 AktG

The remuneration is due on the day after the Annual General Meeting that decides on the discharge of the members of the Supervisory Board for the relevant financial year. Deferral periods in the narrower sense, which may make sense for variable remuneration components in particular, are not provided for in the remuneration system due to the lack of variable remuneration components.

Incorporation of the remuneration and working conditions of employees in accordance with section 87a(1) sentence 2 no. 9 AktG

A legally binding link to the remuneration and employment conditions of employees is not enshrined in the Articles of Association, does not correspond to the functional diversity of the non-operational Supervisory Board and would unduly restrict the shareholders' freedom to decide on the remuneration of the Supervisory Board.

Adoption, implementation and review of the remuneration system in accordance with section 87a(1) sentence 2 no. 10 AktG

The remuneration system and the specific remuneration of Supervisory Board members are set out in the Articles of Association. The Annual General Meeting is responsible for passing a resolution on the remuneration of Supervisory Board members at least every four years in accordance with Section 113 (3) AktG. A confirmatory resolution is permissible and requires a simple majority of votes. If a confirmatory resolution is not passed, a revised remuneration system must be presented for resolution at the following Annual General Meeting at the latest. A material change to the remuneration system set out in the Articles of Association and the remuneration of Supervisory Board members requires a resolution with a majority of two-thirds of the votes cast or, if at least half of the share capital is represented, a simple majority of the votes cast (Article 27.1 of the Articles of Association). The Executive Board and Supervisory Board continuously review the Supervisory Board remuneration determined by the Annual General Meeting for

compatibility with any new legal requirements, the recommendations of the German Corporate Governance Code as amended, capital market expectations and market appropriateness. If the Executive Board and Supervisory Board recognise a need for change in this regard, they develop an adjusted remuneration system and propose this to the Annual General Meeting for approval in accordance with Section 124 (3) sentence 1 AktG. Conflicts of interest in the revision of the remuneration system are ruled out by the final and sole decision-making authority of the Annual General Meeting. Similarly, subject to the statutory requirements, the shareholders have the opportunity to make the remuneration system and the remuneration of the Supervisory Board members, together with any proposed amendments, an item on the agenda of an Annual General Meeting in accordance with Section 122 AktG or to submit corresponding (counter-) motions in accordance with Section 126 AktG."

Result of vote: The Annual General Meeting of Viscom SE voted on the above proposal under item 7 of the agenda on 6 June 2025. In conjunction with the vote on the remuneration of the Supervisory Board, valid votes were cast for 5,978,376 no-par value shares, corresponding to 66.28 % of the registered share capital. The Annual General Meeting voted with 5,970,907 no-par value shares, corresponding to 99,88 % of the valid votes, in favour of the proposal.