

2025

Remuneration report

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REMUNERATION REPORT IN ACCORDANCE WITH SECTION 162 AKTG INCLUDING THE REPORT OF THE INDEPENDENT AUDITOR ON THE AUDIT OF THE REMUNERATION REPORT IN ACCORDANCE WITH SECTION 162 (3) GERMAN STOCK CORPORATION ACT (AKTG)

Introduction

In accordance with Section 162 of the German Stock Corporation Act (AktG), the Executive Board and Supervisory Board of Viscom SE prepare an annual report that is clear and comprehensible, setting out the remuneration granted and owed by the company and by companies within the same group (Section 290 of the German Commercial Code (HGB)) to each individual current or former member of the Executive Board and Supervisory Board during the last financial year. This remuneration report relates to the remuneration granted and owed in 2025 and has been audited by the auditor in accordance with Section 162(3) of the German Stock Corporation Act (AktG).

Remuneration of the members of the Executive Board

Remuneration models and scope of application

With effect from 1 April 2021, the Supervisory Board adopted, for the first time, a remuneration system for the members of the Management Board in accordance with Section 87a(1) of the German Stock Corporation Act (AktG), in line with the requirements of ARUG II and taking into account the recommendations of the German Corporate Governance Code in the version dated 16 December 2019. The approved remuneration system was submitted to the Annual General Meeting on 8 June 2021 for approval in accordance with Section 120a(1) sentence 1 of the German Stock Corporation Act (AktG). The Annual General Meeting approved the remuneration system with 91.7% of votes in favour. The remuneration system applied from 1 April 2021 to 31 May 2023 to new contracts and amendments to Executive Board contracts.

On 24 March 2023, the Supervisory Board approved a new remuneration system with effect from 1 June 2023. The previous remuneration system was retained in principle and adjusted only nominally to reflect market conditions and trends.

Basic structure of remuneration models

The remuneration schemes are approved by the Supervisory Board, and the remuneration of the members of the Executive Board is agreed upon on the basis of the applicable remuneration scheme. The remuneration systems of Viscom SE have the following basic structure (for details, please refer to the explanation below regarding the determination of the individual remuneration components and to the remuneration system, which is available on the Company's website at www.viscom.com under the heading Company / Investor Relations / Corporate Governance).

Remuneration system for members of the Executive Board

The remuneration of the members of the Executive Board consists of an annual fixed salary, payable in twelve equal monthly instalments and a 13th month's salary, as well as a performance-related bonus.

The performance-related total bonus comprises Bonus I, which relates to the past financial year, and Bonus II, which is calculated over a period of several years. The total bonus is capped at 100% of the annual fixed remuneration for all members of the Executive Board.

Bonus I is calculated on a linear basis, ranging from one fixed monthly salary where earnings before interest and taxes (EBIT) amount to € 1 million, to thirteen fixed monthly salaries where EBIT amounts to € 15 million. EBIT must reach at least € 1 million. If this figure is not achieved, the board member is not entitled to Bonus I.

In Bonus Scheme II, ESG factors, as well as financial factors, influence the calculation of the amount of variable remuneration.

The remuneration system puts these considerations into practice by not making Bonus II dependent solely on financial performance, but by also taking other factors into account for the award of the full bonus:

- Part of Bonus II is calculated on a straight-line basis and ranges from 0.6 times the basic salary for an average EBIT of € 1 million to 7.8 times the basic salary for an EBIT of € 15 million. The calculation is based on the average EBIT achieved over the last three financial years (i.e. the current financial year and the two preceding ones). The average EBIT must be at least € 1 million. If this figure is not achieved, the board member is not entitled to the EBIT component of Bonus II. Entitlement to the EBIT component of Bonus II also lapses if EBIT was negative in the past financial year. This entitlement may be reinstated retrospectively if a positive EBIT is achieved again in the following financial year.
- Part of Bonus II is linked to the achievement of a target for reducing Viscom SE's electricity consumption. This is intended to provide incentives to reduce the company's energy consumption and the associated costs. Excluded from the calculations is energy consumed as a result of converting the vehicle fleet to electric vehicles, and energy generated by the company's own production facilities (e.g. photovoltaic systems) (E-component).
- Part of Bonus II is linked to the achievement of a target for reducing staff turnover, in order to retain long-standing experience and expertise within the company for the future (S-component).
- Furthermore, in the event of serious breaches of duty by members of the Executive Board, variable remuneration may be withheld in whole or in part, or reclaimed retrospectively. This is intended to ensure that members of the Executive Board comply with internal guidelines and the applicable legal framework (G-component).

Viscom SE does not have a share option program for managers and employees.

Tabular presentation of the Executive Board remuneration for the financial years 2024 and 2025

The following tables set out the remuneration paid and payable to members of the Executive Board during the financial year, in accordance with section 162(1), second sentence, point 1 of the German Stock Corporation Act (AktG).

The remuneration granted generally includes any remuneration for which the underlying work (whether for one or more years) was fully performed during the financial year. The remuneration owed generally refers to all components of remuneration that are due but have not yet been received.

For Bonus I and Bonus II at Viscom SE, this means that Bonus I and II relating to the past financial year (or to the past financial year and the two preceding financial years) must each be disclosed as remuneration granted in the reporting year relating to the past financial year. The payment of Bonus I and II in the following financial year is then not taken into account again as remuneration granted.

The Supervisory Board of Viscom SE has extended the employment contracts of Executive Board members Carsten Salewski (Executive Board Member for Sales and Operations) and Dirk Schwingel (Executive Board Member for Finance) by a further five years (until 31 May 2028) with effect from 1 June 2023. The employment contract of Executive Board member Dr. Martin Heuser (Executive Board Member for Development / Production) was extended by the Supervisory Board of Viscom SE on 5 December 2025 for a further year (until 31 March 2027).

The following tables set out the remuneration paid and payable to members of the Executive Board during the financial year, in accordance with section 162(1), second sentence, point 1 of the German Stock Corporation Act (AktG).

Remuneration granted and owed	Dr. Martin Heuser				
	Chief Development / Production Officer				
in K€	2024	2025	Relative share in 2025	2025 (Min)	2025 (Max)
Fixed remuneration	260	260	80.02 %	260	260
Voluntary waiver of fixed remuneration	-13	0	0.00 %	0	0
Additional benefits *	10	11	3.47 %	11	11
Welfare benefits**	32	33	10.41 %	33	33
Total fixed remuneration	289	304	95.90 %	304	304
One-year variable remuneration ***	0	0	0.00 %	0	260
Long-term variable remuneration 2023–2025 (total)***	28	13	4.10 %	0	260
Average consolidated EBIT for the past three years	0	0	0.00 %	0	156
Environmental component	0	0	0.00 %	0	52
Social component	28	13	4.10 %	0	52
Total variable remuneration ***	28	13	4.10 %	0	260
Total remuneration	317	317	100.00 %	304	564

Remuneration granted and owed	Dirk Schwingel				
	Chief Financial Officer				
in K€	2024	2025	Relative share in 2025	2025 (Min)	2025 (Max)
Fixed remuneration	260	260	80.50 %	260	260
Voluntary waiver of fixed remuneration	-13	0	0.00 %	0	0
Additional benefits *	19	19	5.88 %	19	19
Welfare benefits**	30	31	9.60 %	31	31
Total fixed remuneration	296	310	95.98 %	310	310
One-year variable remuneration ***	0	0	0.00 %	0	260
Long-term variable remuneration 2023–2025 (total)***	28	13	4.02 %	0	260
Average consolidated EBIT for the past three years	0	0	0.00 %	0	156
Environmental component	0	0	0.00 %	0	52
Social component	28	13	4.02 %	0	52
Total variable remuneration ***	28	13	4.02 %	0	260
Total remuneration	324	323	100.00 %	310	570

Remuneration granted and owed	Carsten Salewski				
	Chief Sales / Operations Officer				
in K€	2024	2025	Relative share in 2025	2025 (Min)	2025 (Max)
Fixed remuneration	260	260	81.50 %	260	260
Voluntary waiver of fixed remuneration	-13	0	0.00 %	0	0
Additional benefits *	13	13	4.08 %	13	13
Welfare benefits**	32	33	10.34 %	33	33
Total fixed remuneration	292	306	95.92 %	306	306
One-year variable remuneration ***	0	0	0.00 %	0	260
Long-term variable remuneration 2023–2025 (total)***	28	13	4.08 %	0	260
Average consolidated EBIT for the past three years	0	0	0.00 %	0	156
Environmental component	0	0	0.00 %	0	52
Social component	28	13	4.08 %	0	52
Total variable remuneration ***	28	13	4.08 %	0	260
Total remuneration	320	319	100.00 %	306	566

* Non-monetary benefits include, in particular, the use of a company car for both business and private purposes, contributions towards capital-forming benefits, and a flatrate allowance for telephone costs.

** Subsidies for private health insurance, direct insurance and accident insurance contributions.

*** The total bonus payable to the Executive Board is capped at 100% of the annual fixed remuneration.

Explanation of the remuneration components of the current remuneration system in detail

The Supervisory Board adopted a remuneration scheme for the members of the Management Board for the first time with effect from 1 April 2021, in accordance with the provisions of ARUG II. On 24 March 2023, the Supervisory Board adopted a new remuneration system with effect from 1 June 2023. Since 1 June 2023, the employment contracts of Mr. Salewski, Dr. Heuser and Mr. Schwingel have been based on the remuneration system adopted by the Annual General Meeting on 31 May 2023.

Outline of the remuneration system for members of the Executive Board of Viscom SE

The remuneration of the members of the Executive Board of Viscom SE is determined in accordance with the German Stock Corporation Act and is geared towards the long-term and sustainable development of the company. The total remuneration of the members of the Executive Board is based not only on the duties and performance of the individual board member, but also on the size, complexity and position of the company.

It comprises non-performance-related salary and benefits in kind, as well as pension commitments, and performance-related (variable) components.

Non-performance-related components include a fixed annual salary (basic salary) as well as fringe benefits (e.g. contributions towards social security and health insurance; see below for details) and benefits in kind (e.g. a company car; see below for details).

The performance-related components consist of an annual variable remuneration (Bonus I, Short-Term Incentive (STI)), which is linked to the achievement of financial targets within a one-year period, and a variable remuneration (Bonus II, Long-Term Incentive (LTI)), which relates to the achievement of economic, social and environmental targets over a period of three years.

The financial, economic, social and environmental objectives embedded in the performance-related remuneration components are consistent with the company's business strategy and its sustainable, long-term development. Incentives for the company's sustainable development are provided for members of the Executive Board within the framework of both short-term and long-term variable remuneration.

The Supervisory Board places a strong emphasis on the long-term development of the company and has therefore given significant weight to the proportion of long-term performance-

related remuneration components (Bonus II). Furthermore, the Supervisory Board has incorporated ESG targets into the new remuneration system, which are intended to incentivise sustainable corporate development. ESG refers to the consideration of criteria relating to the environment, social issues and responsible corporate governance. In addition to purely financial targets, the ESG targets focus on achieving social and environmental objectives and are intended to ensure corporate governance that complies with the law. The inclusion of such ESG targets in the LTI makes it clear that Viscom SE is increasingly placing sustainable corporate development at the heart of its corporate governance for the future.

In accordance with legal requirements, the remuneration system also sets remuneration caps: firstly, by limiting variable remuneration to the amount of the annual fixed remuneration; and secondly, by setting a maximum remuneration amount (taking into account all components of remuneration, including fringe benefits).

Members of the Executive Board are entitled to 100 % of their fixed remuneration and may – depending on the achievement of targets – be entitled to variable remuneration, which is, however, capped at the total amount of the annual fixed remuneration. The maximum remuneration is therefore 200 % of the annual fixed remuneration plus ancillary benefits of a lesser value. Based on the currently agreed fixed salary of € 260,000, this currently results in total remuneration for the members of the Executive Board of € 520,000 plus fringe benefits upon reaching the aforementioned limit.

The remuneration of the members of the Executive Board may continue to vary in the future, i.e. under the new model. The maximum amount of total remuneration depends on the monthly basic salary negotiated by the member of the Executive Board.

The Supervisory Board has additionally set a maximum remuneration amount within the remuneration system, within the meaning of Section 87a(1) sentence 2 no. 1 of the German

Stock Corporation Act (AktG) (including all remuneration components, including fringe benefits), of € 650,000 for each member of the Management Board.

1. Individual components of remuneration

a. Fixed monthly salary

The members of the Executive Board of Viscom SE receive remuneration in the form of a fixed monthly salary (basic salary)¹ as well as fringe benefits. The basic salary is paid at the end of each month. It is reviewed at regular intervals by the Supervisory Board and, where appropriate, adjusted in future contracts. In addition, the members of the Executive Board receive a 13th month's salary. The basic salary and the 13th month's salary constitute the fixed remuneration of the Executive Board. The 13 basic salaries are collectively referred to as annual fixed remuneration.

b. Benefits in kind and other additional benefits (additional benefits)

In addition, each member of the Executive Board may be granted fringe benefits. These benefits include standard non-monetary benefits provided by the company, namely the use of a company car, a contribution towards a telephone landline, standard industry benefits to personal retirement plans, and other standard industry cost cover, including the taking out of D&O insurance by Viscom SE with an excess payable by the member of the Executive Board in accordance with the German Stock Corporation Act.

Viscom SE provides members of the Executive Board with a passenger car, for private use as well, with a maximum gross list price of € 145,000. In addition, Viscom SE covers the costs of telecommunications and any expenses incurred by members of the Executive Board in the course of their duties.

c. Welfare benefits

Members of the Executive Board also receive benefits in line with market standards.

These include a monthly contribution towards pension insurance, health insurance and long-term care insurance.

Viscom SE also takes out life insurance for the members of the Executive Board in the form of direct insurance. The premium payments for this life insurance are paid to the members of the Executive Board in addition to their fixed salary. Furthermore, the company provides a contribution towards a privately taken-out pension insurance scheme.

d. Performance-related remuneration (bonuses)

The performance-related remuneration of the Executive Board consists of an annual performance-related total bonus. The total bonus comprises Bonus I and Bonus II. It is capped at 100 % of the annual fixed remuneration and is contingent upon the achievement of various factors.

Bonus I is a short-term bonus. The assessment period is one year. Bonus I is calculated on the basis of purely financial factors (the Group's EBIT for the relevant year). In this way, the remuneration helps to promote a successful business strategy, which is reflected in particular in a successful Group result.

Bonus II is a long-term bonus. This is also paid out annually. However, the assessment period is three years. Bonus II relates to economic (Group EBIT over the last three years), social (staff turnover) and environmental targets (energy consumption). The multi-year assessment period for Bonus II ensures that incentives are not limited to short-term positive developments within the company. In addition to reflecting a successful business strategy in EBIT, low staff fluctuation and reduced energy consumption relative to turnover reward specific strategic objectives that point to a forward-looking, long-term and sustainably positive development of the company.

¹ In the following, the term 'basic salary' is sometimes also used to refer to the fixed monthly salary

In detail:

(1) Bonus I

The amount of Bonus I is determined by the Group's net profit. To calculate Bonus I, the figures for the year in which the entitlement to Bonus I arises are used. This period is referred to as Assessment Period I.

Bonus I is paid annually. It amounts to between one and 13 times the basic salary. The exact amount of Bonus I depends on the Group EBIT achieved in the relevant calculation period I. If this amounts to € 1 million, the Executive Board member receives one basic salary. If the EBIT amounts to € 15 million or more, the Executive Board member receives 13 additional basic salaries. If the EBIT amounts to less than € 1 million, there is no entitlement to Bonus I.

Bonus I is calculated on a straight-line basis. If EBIT falls between € 1 million and € 15 million, the number of base salaries is calculated as follows:

$$\text{Number of basic salaries} = 0.8571 * \text{EBIT in Mio. EUR} + 0.1429$$

(2) Bonus II

The amount of Bonus II is determined by the Group's net profit, staff turnover and energy consumption. To calculate Bonus II, the figures for the three years preceding payment are used. This period is referred to as Assessment Period II.

Bonus II is paid annually. It amounts to between one and 13 times the basic salary. Bonus II consists of the following three components:

(a) EBIT component

The EBIT component of Bonus II is paid out annually. It amounts to between 0.6 and 7.8 times the basic salary. The exact amount of the EBIT component of Bonus II depends on the average

Group EBIT achieved during the relevant calculation period II (the three years preceding payment). If this amounts to € 1 million, the Executive Board member receives 0.6 times their basic salary. If the EBIT amounts to € 15 million or more, the Executive Board member receives 7.8 times their basic salary. If the EBIT amounts to less than € 1 million, there is no entitlement to the EBIT component of Bonus II. There is also no entitlement to the EBIT component of Bonus II if the EBIT for the past financial year is negative. This does not preclude the possibility of regaining entitlement to the EBIT component of Bonus II in subsequent years if an EBIT greater than zero is achieved again.

Bonus II is calculated on a straight-line basis. If EBIT falls between € 1 million and € 15 million, the number of base salaries is calculated as follows:

$$\text{Number of basic salaries} = 0.5143 * \text{EBIT in Mio. EUR} + 0.0857$$

(b) Bonus II S-component

Another component of Bonus II is the so-called S-component. The S stands for 'Social'. The S-component is also paid out annually and is calculated on the basis of a three-year assessment period.

Regardless of whether there is an entitlement to the EBIT component of Bonus II, the member of the Executive Board may receive an S component of Bonus II amounting to up to 20 % of their annual fixed remuneration. This corresponds to 2.6 times their basic salary.

In order to retain this component, the staff turnover rate for all employees of the company must not exceed 30 % during assessment period II.

The turnover rate can be calculated using the following formula:

$$100 - \left(\frac{\text{Final value}}{\text{Initial value}} * 100 \right) = \text{Turnover in \%}$$

For the purposes of the calculation, the Supervisory Board determines the opening value and the closing value as follows:

- The baseline figure is the total number of employment relationships at Viscom SE and its subsidiaries within the meaning of sections 15 et seq. of the German Stock Corporation Act (AktG) that existed at the start of assessment period II, i.e. three years prior.
- The final figure is the total number of employment relationships at Viscom SE and its subsidiaries pursuant to Sections 15 et seq. AktG, of employees who were already employed by Viscom SE or affiliated companies² at the start of assessment period II and who were still employed on the last day of assessment period II, plus the number of employees who left the company during the assessment period due to retirement.

The exact value of the S-component is calculated as follows:

- If the staff turnover rate is 10 % or less, the S component of Bonus II amounts to 20 % of the annual fixed remuneration.
- Where the staff turnover rate is 10.1 % or higher, the S-component decreases linearly by 1 % of the annual fixed remuneration for each full percentage point.
- If the staff turnover rate for the relevant assessment period II exceeds 30 %, there is no entitlement to an S-component.

If the staff turnover rate is between 10 % and 30 %, the S-component is calculated as follows:

$$\text{Percentage share of the annual fixed remuneration} = 30 - \text{Turnover in \%}$$

(c) Bonus II E-component

Another component of Bonus II is the so-called E-component. The E stands for 'Environmental'. The E-component is also paid out annually and is calculated on the basis of a three-year assessment period.

Regardless of whether a member of the Executive Board is entitled to the EBIT component and/or an S component of Bonus II, they may receive an E component of Bonus II amounting to up to 20 % of their annual fixed remuneration. This corresponds to 2.6 times their basic salary.

In order to retain this **component**, Viscom SE's relative energy consumption must have decreased by between 1 % and 5 % during assessment period II. To determine the reduction in relative energy consumption, the relative energy consumption in the first year of assessment period II is compared with the relative energy consumption in the third year of assessment period II.

Relative energy consumption is calculated using the following formula:

$$\frac{\text{Absolute electricity benchmark in kWh}}{\text{Revenue in EUR thou.}} = \text{Relative energy consumption}$$

To calculate relative energy consumption, the absolute electricity consumption in kWh is calculated as follows:

- The absolute electricity consumption figure corresponds to the electricity purchased from external sources by all operations and operational units of Viscom SE in the relevant year, as reported in the non-financial report (non-financial reporting), normalised by the following factors:

² The term 'affiliated companies' refers to the subsidiaries of Viscom SE

- The company's electricity consumption attributable to electric company cars is deducted from the total electricity consumption.
- For clarification: The absolute electricity consumption figure is calculated based on externally sourced electricity. The portion of electricity consumed that is generated by electricity-producing facilities owned by the company (e.g. photovoltaic systems) does not increase the absolute electricity consumption.

Revenue corresponds to the Group's total revenue, as reported in the consolidated financial statements for the relevant year.

The E-component is determined linearly. The exact value of the E-component is calculated as follows:

- If the reduction in relative energy consumption compared with the first year of the relevant assessment period II is 1 %, the board member shall receive an E-component amounting to 4 % of the annual fixed remuneration.
- If the reduction in relative energy consumption compared with the first year of the relevant assessment period II is 5 %, the board member shall receive an E-component amounting to 20 % of the annual fixed remuneration.
- If relative energy consumption falls by less than 1 % during assessment period II, or if relative energy consumption rises, there is no entitlement to the E-component of Bonus II.

If the relative energy consumption³ value is between 1 % and 5 %, the E-component is calculated as follows:

<p>Percentage share of fixed annual remuneration = Reduction of the relative energy consumption value in % x 4</p>

Determination of performance-related remuneration components for the 2025 financial year

On the basis of the mechanisms described above for determining the variable remuneration components, the Supervisory Board, at its meeting on 25 March 2026, established the following performance parameters for the 2024 financial year, together with the corresponding remuneration.

Member of the Executive Board	Performance criterion	a) Limit value (min) b) Corresponding remuneration	a) Limit value (max) b) Corresponding remuneration	a) Determined value b) Corresponding remuneration	Relative share of variable remuneration
Dr. Martin Heuser	Bonus I				
	EBIT 2025	a) EBIT 1 Mio. € b) K€ 20	a) EBIT 15 Mio. € b) K€ 260	a) EBIT -1.8 Mio. € b) K€ 0	0 %
	Bonus II				
	Ø-EBIT 2023-2025	a) EBIT 1 Mio. € b) K€ 12.0	a) EBIT 15 Mio. € b) K€ 156.0	a) EBIT -2.3 Mio. € b) K€ 0	0 %
	S-Component	a) Turnover 30 % b) K€ 0	a) Turnover 10 % b) K€ 52.0	a) Turnover 25 % b) K€ 13	100 %
	E-Component	a) relative energy consumption 1 % b) K€ 10.4	a) relative energy consumption 5 % b) K€ 52.0	a) relative energy consumption -12 % b) K€ 0	0 %
Total	260 K€ (Total cap variable remuneration)		13 K€	100 %	
Dirk Schwingel	Bonus I				
	EBIT 2025	a) EBIT 1 Mio. € b) K€ 20	a) EBIT 15 Mio. € b) K€ 260	a) EBIT -1.8 Mio. € b) K€ 0	0 %
	Bonus II				
	Ø-EBIT 2023-2025	a) EBIT 1 Mio. € b) K€ 12.0	a) EBIT 15 Mio. € b) K€ 156.0	a) EBIT -2.3 Mio. € b) K€ 0	0 %
	S-Component	a) Turnover 30 % b) K€ 0	a) Turnover 10 % b) K€ 52.0	a) Turnover 25 % b) K€ 13	100 %
	E-Component	a) relative energy consumption 1 % b) K€ 10.4	a) relative energy consumption 5 % b) K€ 52.0	a) relative energy consumption -12 % b) K€ 0	0 %
Total	260 K€ (Total cap variable remuneration)		13 K€	100 %	

³ This refers to the change in the relative energy consumption value

Member of the Executive Board	Performance criterion	a) Limit value (min) b) Corresponding remuneration	a) Limit value (max) b) Corresponding remuneration	a) Determined value b) Corresponding remuneration	Relative share of variable remuneration
Carsten Salewski	Bonus I				
	EBIT 2025	a) EBIT 1 Mio. € b) K€ 20	a) EBIT 15 Mio. € b) K€ 260	a) EBIT -1.8 Mio. € b) K€ 0	0 %
	Bonus II				
	Ø-EBIT 2023-2025	a) EBIT 1 Mio. € b) K€ 12,0	a) EBIT 15 Mio. € b) K€ 156,0	a) EBIT -2.3 Mio. € b) K€ 0	0 %
	S-Component	a) Turnover 30 % b) K€ 0	a) Turnover 10 % b) K€ 52.0	a) Turnover 25 % b) K€ 13	100 %
	E-Component	a) relative energy consumption 1 % b) K€ 10.4	a) relative energy consumption 5 % b) K€ 52.0	a) relative energy consumption -12 % b) K€ 0	0 %
Total	260 K€ (Total cap variable remuneration)		13 K€	100 %	

The change in the average remuneration of employees is based on a comparison of all employees who were employed by the company throughout both of the years under review. The remuneration as at 31 December of the respective year is taken as the basis for this calculation. The remuneration of the Executive Board is not taken into account.

No clawback or withholding of variable remuneration components

In the 2025 financial year, no use was made of the option to withhold or reclaim variable remuneration components, as there was no cause to do so.

No deviation from the remuneration system

In the 2025 financial year, there were no deviations from the remuneration system in force at the time.

Comparative presentation of the annual change in remuneration

In accordance with section 162(1), second sentence, point 2 of the German Stock Corporation Act (AktG), the remuneration report must contain a comparative presentation of the annual change in remuneration, the company's earnings performance, and the average remuneration of employees on a full-time equivalent basis over the last five financial years, including an explanation of which group of employees was included.

Position	Change 2024-2025	Change 2023-2024	Change 2022-2023	Change 2021-2022	Change 2020-2021
Dr. Martin Heuser, Chief Development / Production Officer	0 %	-38 %	+15 %	+39 %	+33 %
Dirk Schwingel, Chief Financial Officer	0 %	-36 %	+31 %	+34 %	+18 %
Carsten Salewski, Chief Sales / Operations Officer	0 %	-37 %	+32 %	+34 %	+19 %
Prof. Dr. Michèle Morner, Chairwoman of the Supervisory Board	0 %	0 %	0 %	0 %	0 %
Volker Pape, Deputy Chairman of the Supervisory Board	0 %	0 %	0 %	0 %	0 %
Prof. Dr. Ludger Overmeyer, Member of the Supervisory Board	0 %	0 %	0 %	0 %	0 %
Earnings development					
Net income for the year Viscom SE	+12,403 K€***	-12,367 K€**	-53 %	+2 %	+12,705 K€*
Group-EBIT	+10,003 K€***	-5,406 K€**	-19 %	+95 %	+10,176 K€*
Average remuneration of employees					
Viscom SE	+1 %	+1 %	+8 %	+6 %	+12 %

* No percentage change is given, as the result was negative in 2020 and positive in 2021.

** No percentage change is given, as the result was positive in 2023 and negative in 2024.

*** No percentage change is given, as the result was negative in 2024 and 2025.

Compliance with the maximum remuneration

Variable remuneration is capped at the total amount of the annual fixed salary, i.e. € 260,000 since 1 June 2023. As shown in the overview below, this maximum amount was not reached in the 2025 financial year for Dr. Martin Heuser, Dirk Schwingel and Carsten Salewski.

Executve Board member	Sum of bonus I and II without Cap	Sum of bonus I and II with Cap
Dr. Martin Heuser	13 K€	13 K€
Dirk Schwingel	13 K€	13 K€
Carsten Salewski	13 K€	13 K€

The Supervisory Board has also set a maximum remuneration for members of the Executive Board, excluding fringe benefits and pension benefits, in accordance with section 162(1), second sentence, no. 7, in conjunction with section 87a(1), second sentence, no. 1 of the German Stock Corporation Act (AktG), at € 520,000.

As can be seen from the comparison below, this upper limit was adhered to.

Executive Board member	Total remuneration 2025*	Total remuneration 2024*
Dr. Martin Heuser	273 K€	275 K€
Dirk Schwingel	273 K€	275 K€
Carsten Salewski	273 K€	275 K€

* Before fringe benefits and pension benefits. For details, see above under 'Table showing Executive Board remuneration for the 2024 and 2025 financial years'.

Benefits by third parties and in the event of termination of the appointment

In the 2025 financial year, no benefits were promised or granted to members of the Executive Board by third parties in connection with their roles as members of the Executive Board.

In the event of the termination of their contracts, all members of the Executive Board are entitled to the following benefits:

a. Severance payment

No later than six months before the end of their term of office, the Supervisory Board shall inform the member of the Executive Board whether, and if so under what conditions, their appointment as a member of the Executive Board and their employment contract are to be extended.

If the Supervisory Board fails to provide this notification in good time, the member of the Executive Board shall be entitled to a severance payment, payable upon termination of the employment contract, in the event that the employment contract is not extended beyond the relevant term of office.

The amount of the severance payment is one twelfth of the fixed annual remuneration (13 months' basic salary) for each month or part thereof by which the Supervisory Board's notification is delayed. The severance payment cannot exceed six twelfths of one year's salary.

b. Exemption

In the event of the termination of a member's appointment to the Management Board or the termination of their appointment as Chairman of the Management Board for good cause pursuant to Section 84(2) of the German Stock Corporation Act (AktG), or in the event of their resignation, the Company may immediately release the member from their obligation to perform their duties with continued payment of their remuneration. In this case, the member of the Management Board shall have no entitlement to payment of variable remuneration for the period of release from duties (Bonus I and Bonus II). If the employment contract too is terminated for good cause pursuant to Section 626 of the German Civil Code (BGB), the statutory provisions apply. Accordingly, as a general rule, there is no longer any entitlement to remuneration from the date of termination of the contract (where applicable, pro rata).

c. Non-compete compensation

All members of the Executive Board are subject to a post-contractual non-competition clause for a period of two years following the termination of their employment contract, unless the member reaches the age of 65 during that period.

For the duration of the post-contractual non-competition clause, Viscom SE is obliged to pay the member of the Executive Board a compensation payment amounting, for each year of the clause, to half of the contractual remuneration last received by the member of the Executive Board.

The annual compensation is payable in twelve equal monthly instalments at the end of each month. Other payments made by Viscom SE to the member of the Executive Board, such as transitional payments and severance pay, are to be offset against the compensation for the period of notice.

In addition, any income that the board member earns or fails to earn from self-employment, employment or other gainful activity during the period of the post-contractual non-competition clause shall be taken into account when calculating the compensation, insofar as the compensation, when such income is included, exceeds the amount of the last contractual payments received. Income shall also include any unemployment benefit received by the board member. The board member is obliged, upon request, to provide the company with information regarding the amount of his or her income and to furnish evidence thereof.

Viscom SE may waive compliance with the non-competition clause, subject to a one-year notice period.

Resolution of the Annual General Meeting regarding the remuneration report

Viscom AG published its remuneration report for the 2024 financial year in accordance with Section 162 of the German Stock Corporation Act (AktG) and submitted the remuneration report for approval at the 2025 Annual General Meeting in accordance with Section 120a(4) of the German Stock Corporation Act (AktG). At the Annual General Meeting on

6 June 2025, the remuneration report for the 2024 financial year was approved by 95.35 %. Consequently, the remuneration system will remain unchanged, with the exception of the increased fixed remuneration.

Remuneration of the members of the Supervisory Board

The remuneration of the Supervisory Board is set out directly in the Articles of Association of Viscom SE.

Wording of the Articles of Association

Section 22 Remuneration of the Supervisory Board

22.1 Each member of the Supervisory Board shall receive a fixed remuneration for each full financial year during which they serve on the Supervisory Board. Members of the Supervisory Board who serve on the Supervisory Board for only part of a financial year shall receive the fixed remuneration on a pro rata basis.

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

22.3 Remuneration for members of the Supervisory Board is payable on the day following the Annual General Meeting which is to resolve on the discharge of the members of the Supervisory Board for the past financial year.

22.4 Members of the Supervisory Board are also entitled to reimbursement of all expenses and to reimbursement of any value added tax payable on their remuneration and expenses.

22.5 Members of the Supervisory Board are covered by directors' and officers' liability insurance (D&O insurance) maintained by the Company in the Company's interest at an appropriate level, where such insurance exists. The premiums for this are paid by the Company.

Remuneration of Supervisory Board members in the 2025 financial year

On this basis, the following remuneration paid to and owed to the members of the Supervisory Board for the financial year is as follows:

Granted and remuneration owed	Prof. Dr. Michèle Morner			Volker Pape			Prof. Dr. Ludger Overmeyer		
	Chairwoman of the Supervisory Board			Deputy Chairman of the Supervisory Board			Member of the Supervisory Board		
in K€	2024	2025	Relative share	2024	2025	Relative share	2024	2025	Relative share
Fixed remuneration	54	54	100%	27	27	100%	18	18	100%
Total remuneration	54	54	100%	27	27	100%	18	18	100%

Please refer to the section above for a comparative overview of changes in remuneration, the Company's earnings performance and the average remuneration of employees.

As members of the Supervisory Board do not receive any variable remuneration components, such components cannot be withheld or reclaimed, nor have they been.

Further explanations

Contribution of remuneration to the promotion of the business strategy and long-term development

The Supervisory Board is primarily responsible for advising and supervising the Management Board; consequently, in

accordance with the recommendation in G.18(1) of the German Corporate Governance Code (DCGK), only – i.e. 100 % – fixed remuneration components and reimbursement of expenses are provided for, but no variable remuneration elements.

Fixed remuneration strengthens the independence of supervisory board members in the performance of their supervisory duties and thus makes an indirect contribution “to the long-term development of the company” (see section 87a(1), second sentence, point 2 of the German Stock Corporation Act (AktG).

The remuneration system also incentivises supervisory board members to proactively commit to “promoting the business strategy” (see Section 87a(1) sentence 2 no. 2 of the German Stock Corporation Act (AktG)), in accordance with G.17 of the German Corporate Governance Code (DCGK), by taking into account the greater time commitment of the Chair, who is particularly closely involved in the discussion of strategic issues (D.6 DCGK), and of the Deputy Chair of the Supervisory Board.

Remuneration components and further information

Pursuant to Article 22 of the Articles of Association, members of the Supervisory Board are entitled to a fixed remuneration and reimbursement of all expenses, as well as reimbursement of any value added tax payable on their remuneration and expenses. It should be noted that the reimbursement of expenses does not constitute remuneration within the meaning of Section 162 of the German Stock Corporation Act (AktG), and is therefore not included in the table above. The Company also pays the premiums for a D&O insurance policy taken out in the Company's interest, which covers the members of the Supervisory Board.

REPORT OF THE INDEPENDENT AUDITOR ON THE AUDIT OF THE REMUNERATION REPORT IN ACCORDANCE WITH SECTION 162 (3) AKTG

To Viscom SE, Hanover/Germany

Audit Opinion

We conducted a formal audit of the remuneration report of Viscom SE, Hanover/Germany, for the financial year from January 1 to December 31, 2025 to assess whether the disclosures required under Section 162 (1) and (2) German Stock Corporation Act (AktG) have been made 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 disclosures required under Section 162 (1) and (2) AktG have been made, in all material respects, in the accompanying remuneration report. Our audit opinion does not cover the content of the remuneration report.

Basis for the Audit Opinion

We conducted our audit of the remuneration report in accordance with Section 162 (3) AktG and in compliance with the IDW Auditing Standard: Audit of the Remuneration Report pursuant to Section 162 (3) AktG (IDW AuS 870 (09.2023)). Our responsibilities under those requirements and this standard are further described in the "Auditor's Responsibilities" section of our report. Our audit firm has applied the IDW Quality Management Standards. We have fulfilled our professional responsibilities in accordance with the German Public Auditor Act (WPO) and the Professional Charter for German Public Auditors and German Sworn Auditors (BS WP/vBP), including the requirements on independence.

Responsibilities of the Executive Board and the Supervisory Board

The executive board and the supervisory board are responsible for the preparation of the remuneration report, including the related disclosures, that complies with the requirements of Section 162 AktG. In addition, they are responsible for such internal control as they have determined necessary to enable the preparation of a remuneration report, including the related disclosures, that is free from material misstatement, whether due to fraud (i.e., fraudulent financial reporting and misappropriation of assets) or error.

Auditor's Responsibilities

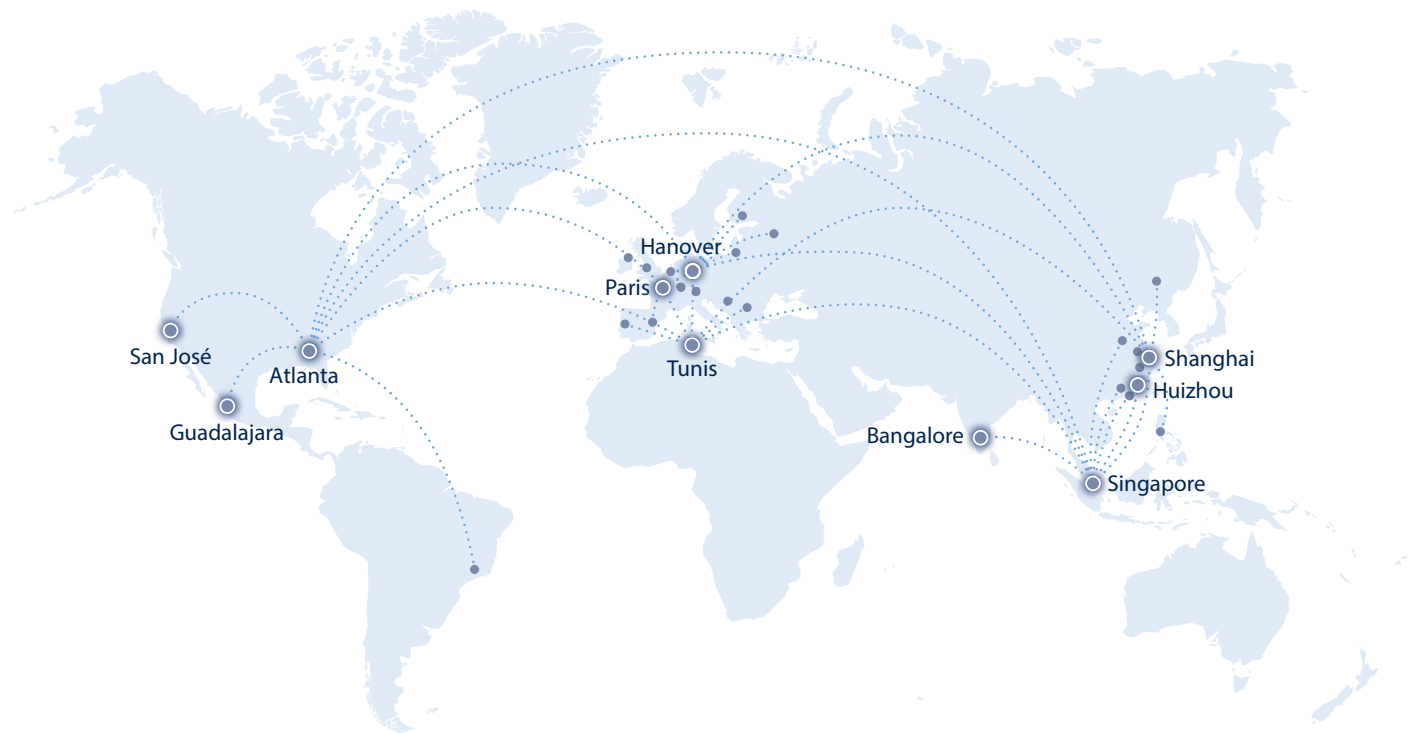
Our objective is to obtain reasonable assurance about whether the disclosures required under Section 162 (1) and (2) AktG have been made, in all material respects, in the remuneration report, and to express an opinion on this in a report on the audit.

We planned and conducted our audit in such a way to be able to determine whether the remuneration report is formally complete by comparing the disclosures made in the remuneration report with the disclosures required under Section 162 (1) and (2) AktG. In accordance with Section 162 (3) AktG, we have neither audited the correctness of the content of the disclosures, nor the completeness of the content of the individual disclosures, nor the adequate presentation of the remuneration report.

Hanover/Germany, March 20, 2026

Deloitte GmbH
Wirtschaftsprüfungsgesellschaft

Signed:	Signed:
Georg von Behr	Thomas Singer
Wirtschaftsprüfer	Wirtschaftsprüfer
(German Public Auditor)	(German Public Auditor)



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