

## **Remuneration system 2025 for the members of the Supervisory Board of Allane SE**

The currently applicable rules on the remuneration of Allane's Supervisory Board are set out in Section 15 of the Articles of Association.

Section 15 of Allane's Articles of Association reads as follows:

### **"Sec. 15 Remuneration**

1. The members of the Supervisory Board receive a fixed remuneration for each full financial year of their membership of the Supervisory Board, which amounts to EUR 50,000.00 for the Chairman of the Supervisory Board and EUR 40,000.00 for each of the other members. If the office as a member and/or Chairman of the Supervisory Board is not held for a full financial year or if a financial year is shorter than a calendar year, the aforementioned remuneration is granted pro rata temporis in accordance with the duration of membership of the Supervisory Board or the office as Chairman. The remuneration is due for payment at the end of each financial year. The remuneration of the first Supervisory Board is decided by the Annual General Meeting in accordance with Section 113 para. 2 sentence 2 AktG.
2. The members of the Supervisory Board are also reimbursed for their expenses. They are also reimbursed for the value added tax payable on their remuneration and expenses.
3. The company must take out directors' and officers' liability insurance (D&O insurance) in favor of the members of the Supervisory Board at reasonable terms and conditions in line with the market, which covers the statutory liability arising from the Supervisory Board's activities; to the extent permitted by law, no deductible must be provided for."

These regulations are based on the following remuneration system within the meaning of Sections 113 (3) sentence 3, 87a para. 1 sentence 2 of the German Stock Corporation Act (Aktiengesetz – AktG) in conjunction with Art. 9 (1) lit. c) ii) SE Regulation (SE-Verordnung – SE-VO).

In line with the common market practice for listed companies in Germany, the remuneration of Supervisory Board members is structured as purely fixed remuneration without variable components. The Management Board and Supervisory Board are of the opinion that purely fixed remuneration for Supervisory Board members is best suited to strengthening the independence of the Supervisory Board and taking into account the advisory and monitoring function of the Supervisory Board, which is to be fulfilled independently of the company's success. The amount and structure of Supervisory Board remuneration ensure that the company is in a position to attract qualified candidates for membership of the company's Supervisory Board; in this way, Supervisory Board remuneration makes a sustainable contribution to promoting the company's business strategy and long-term development.

The system for the remuneration of Supervisory Board members is decided by the Annual General Meeting based on a proposal from the Management Board and Supervisory Board. The remuneration of Supervisory Board members is reviewed regularly, at least every four years, by the Management Board and Supervisory Board to determine whether the amount and structure are still in line with the market and are commensurate with the tasks of the Supervisory Board and the situation of the company. In the opinion of the Management Board and Supervisory Board, it remains appropriate in its current form.

The remuneration and employment conditions of the employees were not and are not included in the design of the remuneration system for the members of the Supervisory Board, as the Supervisory Board remuneration is granted for an activity that differs fundamentally from the activity of the employees due to its advisory and supervisory function. Possible conflicts of interest in the review of the remuneration system are counteracted by the statutory system of competencies, as the decision-making authority on Supervisory Board remuneration is assigned to the Annual General Meeting and a proposal for a resolution is submitted to it by both the Management Board and the Supervisory Board. A system of checks and balances is therefore already anchored in the statutory regulations.

In addition, it is hereby disclosed that the members of the Supervisory Board of the company who are affiliated with the current majority shareholder of the company – namely Mr. Ignacio Barbadillo Llorens, Mr. Jochen Klöpper, Mr. Keunbae Hong, and Mr. Ross Williams – have waived their remuneration for their work on the Supervisory Board with effect from the beginning of their respective terms of office until further notice, insofar as this exceeds the reimbursement of expenses and value added tax as well as D&O insurance coverage.

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