

ANNUAL GENERAL MEETING OF BIOTEST AG ON 2 JULY 2025

EXPLANATIONS REGARDING AGENDA ITEM 10 - Remuneration system for the members of the Supervisory Board

The members of the Supervisory Board receive a fixed annual remuneration of EUR 45,000. In accordance with recommendation G.17 GCGC, the remuneration for the Chairman of the Supervisory Board, the Deputy Chairman as well as the chairmanship and membership of committees is increased due to the increased time commitment. The remuneration for the Chair of the Supervisory Board amounts to EUR 120,000 and for the Deputy Chairman to EUR 60,000. Members of Supervisory Board committees receive an additional fixed annual remuneration of EUR 8,000 for each committee position they hold. The Chair of the Audit Committee receives EUR 30,000 and the Chair of any other committee receives EUR 15,000. The company reimburses the members of the Supervisory Board for value-added tax insofar as the members of the Supervisory Board are entitled to invoice the company separately for value-added tax and exercise this right.

The maximum amount of Supervisory Board remuneration for each member is determined by the sum of the individual remuneration components, depending on their function on the Supervisory Board and its committees.

The remuneration is due for payment after the end of the financial year.

The members of the Supervisory Board are appointed for the period until the end of the Annual General Meeting that resolves on the discharge for the fourth financial year after the start of the term of office. The financial year in which the term of office begins is not counted. Subject to the relevant statutory provisions, Supervisory Board members may be discharged and may resign from office without good cause with one month's written notice. The notice period does not apply to members and substitute members elected by the employees. There is no further remuneration in the event of resignation or a provision regarding remuneration after the term of office. Supervisory Board members who did not serve as a member or chair of the Supervisory Board or a committee for the entire financial year shall receive a proportionally lower remuneration based on the time served.

The structure of the Supervisory Board remuneration, which provides exclusively for fixed remuneration, strengthens the independence of the Supervisory Board and represents a counterbalance to the structure of the Management Board remuneration, which is essentially variable and aligned with the strategy of Biotest AG. The remuneration of the Supervisory Board thus promotes the long-term development of Biotest AG.

The Supervisory Board discusses and prepares the resolution proposal to the Annual General Meeting regarding the remuneration of the members of the Supervisory Board, including the underlying remuneration system. In doing so, the Supervisory Board regularly reviews whether the remuneration of its members is appropriate, taking into account their tasks and the situation of the company. For this purpose, the Supervisory Board has the option of carrying out a horizontal market comparison and/or a vertical market comparison with the remuneration of the company's employees and may seek advice from an independent expert. Due to the special nature of the Supervisory Board's work, a vertical comparison with the remuneration of the company's employees is generally not used when reviewing the Supervisory Board's remuneration. Depending on the result of the comparative analysis and the Supervisory Board's assessment of this result, the Supervisory Board may, together with the Management Board, submit a proposal to the Annual General Meeting to adjust the remuneration of the Supervisory Board. The Annual General Meeting adopts a resolution on the remuneration of the members of the Supervisory Board (including the underlying remuneration system) at least every four years in accordance with Section 113 para. 3 of the German Stock Corporation Akt (AktG). The corresponding resolution may also confirm the current remuneration. If the Annual General Meeting does not approve the proposed remuneration system,

a reviewed remuneration system must be presented at the latest at the following Annual General Meeting.

The rules for dealing with conflicts of interest laid down in the rules of procedure for the Management Board and Supervisory Board are observed in the procedures for establishing, implementing and reviewing the remuneration system. Care is taken to ensure that external remuneration experts are independent; in particular, a confirmation of their independence is required.