

12. Resolution on the approval of the remuneration system for Board of Management members

The Shareholders' Meeting of April 7, 2022, approved the remuneration system for members of the Board of Management with a majority. Based on a corresponding recommendation from the General Committee, the Supervisory Board adopted a modified remuneration system for members of the Board of Management on January 27, 2025. It also decided to submit this remuneration system to the Shareholders' Meeting for approval. The modified remuneration system is to apply retroactively from January 1, 2025, and can be found on the ►HV website. Therein you will find an introductory explanation of the main changes from the current remuneration system.

Based on a corresponding recommendation from the General Committee, the Supervisory Board proposes that the following resolution be adopted:

The modified remuneration system for members of the Board of Management, adopted by the Supervisory Board on January 27, 2025, and to be used with retroactive effect from January 1, 2025, is to be approved.