

COMPENSATION REPORT

INTRODUCTION

The Compensation Report describes the main features of the compensation system for the Executive Board and Supervisory Board of ProSiebenSat.1 Media SE for the financial year 2024. It explains the structure and level of compensation of the individual current or former members of the Executive Board and Supervisory Board. Taking into account the Act on the Implementation of the Second Shareholder Rights Directive (ARUG II) and the German Corporate Governance Code (GCGC), the Supervisory Board resolved to amend the compensation system for the members of the Executive Board and submitted the compensation system to the Annual General Meeting on June 1, 2021 for approval. The Annual General Meeting approved the compensation system for the members of the Executive Board by a broad majority of around 96%. This compensation system approved by the Annual General Meeting on 1 June, 2021 (hereinafter: "compensation system" or "2021 compensation system") applies to all new Executive Board employment contracts and to contract extensions. Due to the appointments of Bert Habets as Group CEO as of November 1, 2022, and Martin Mildner as Group CFO as of May 1, 2023, as well as Markus Breitenacker as Chief Operating Officer as of April 1, 2024, the 2021 compensation system applied uniformly to all three Executive Board members in the financial year 2024. For former Executive Board member Christine Scheffler, who left the Executive Board with effect from March 31, 2024 on the best of terms with the Supervisory Board due to differing positions on the next steps in the company's positioning, the provisions of the 2021 compensation system also applied until her departure.

This Compensation Report was prepared by the Executive Board and Supervisory Board and complies with the applicable provisions of stock corporation law. This Compensation Report was audited by PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft ("PwC") in accordance with Section 162 (3) of the German Stock Corporation Act (AktG) and voluntarily with regard to content. The Compensation Report and the attached Report on the Audit of the Compensation Report are published on the ProSiebenSat.1 Media SE website.

→ www.prosiebensat1.com

The Compensation Report for the financial year 2023 was approved at the Annual General Meeting on April 30, 2024 by a broad majority of around 93%. Therefore, the format and content of this Compensation Report are based on the previous year's Compensation Report.

The Compensation Report also takes into account the recommendations of the German Corporate Governance Code (GCGC) in the version dated April 28, 2022.

COMPENSATION OF THE EXECUTIVE BOARD

Responsibility and Procedure for Determining Executive Board Compensation

In accordance with Section 87a (1) AktG, the Supervisory Board of ProSiebenSat.1 Media SE determines the compensation system for the Executive Board members with assistance from its Compensation Committee. The Compensation Committee develops a proposal for the compensation system, which the Supervisory Board adopts and regularly reviews. The Annual General Meeting of ProSiebenSat.1 Media SE decides on the approval of the compensation system submitted by the Supervisory Board at least every four years and in the event of material changes to the compensation system.

In line with the compensation system, the Supervisory Board determines the individual level of Executive Board compensation for each Executive Board member on the basis of the Compensation Committee's proposal. The Supervisory Board also sets the target values of the target parameters and key performance indicators based on the Company's budget submitted to and approved by the Supervisory Board. These target values provide the basis for the performance assessment and are anchored in the variable compensation of the Executive Board members.

The Supervisory Board hereby ensures that there is an appropriate relationship between the individual performance and areas of work and responsibility of the individual members of the Executive Board on the one hand and the Company's business situation on the other.

DETERMINING EXECUTIVE BOARD COMPENSATION



The relative compensation within ProSiebenSat.1 Media SE is also taken into account (vertical appropriateness), whereby the Supervisory Board above all analyzes the relationship of Executive Board compensation to the compensation of senior management and the workforce as a whole – including its development over time. For this purpose, the Supervisory Board defines senior management as the group of managers on the top two management levels below the Executive Board; the workforce as a whole comprises the employees employed in Germany, especially at the Unterföhring site.

The amount of Executive Board compensation in comparable companies is also considered (horizontal appropriateness). The Supervisory Board currently considers comparable companies to be companies listed firstly in the DAX/MDAX and secondly in the STOXX Europe 600 Media index, a sub-index of the STOXX Europe 600 index comprising companies from the European media industry, as well as RTL Group as a direct competitor.

If the Supervisory Board deems it necessary or expedient, it consults external experts to determine and review the Executive Board compensation. To date, the Supervisory Board has also had the Executive Board compensation reviewed by independent external consultants at regular intervals or in the event of new appointments or contract extensions, but at least every four years, in particular with regard to common market practice.

Principles of the Compensation System and Relationship to Corporate Strategy

The ProSiebenSat.1 Media SE compensation system has clear and transparent structures and is in line with the Group strategy. The aim of the compensation system is to create an effective incentive for successful and sustainable performance of the Company. The system is therefore geared toward components that are transparent, performance-based, and closely linked to the Company's success. They depend in particular on long-term targets and the performance of the ProSiebenSat.1 share and are measurable. The compensation system is intended to motivate the members of the Executive Board to achieve the targets enshrined in ProSiebenSat.1 Media SE's business strategy while simultaneously avoiding disproportionate risks.

Company-specific performance criteria result from the Group's strategy and cover both financial and non-financial aspects. They are planned and managed centrally by the Executive Board of ProSiebenSat.1 Media SE. The planning and control process is supplemented by the monitoring of key figures on the basis of regularly updated data. This also includes the assessment of developments as part of opportunity and risk management.

The performance criteria specific to ProSiebenSat.1 Group are aligned to the interests of the capital providers and cover financial planning as well as aspects of comprehensive revenue and earnings management.

In designing the compensation system, the Supervisory Board was guided by the following principles:

PRINCIPLES OF EXECUTIVE BOARD COMPENSATION

The Executive Board Compensation includes ...

- ✓ clear and transparent structures
- ✓ predominantly long-term targets
- ✓ effective incentives for sustainable development
- ✓ performance-based components
- ✓ share price reference, also in comparison with the competition
- ✓ fixed payout limits (caps)
- ✓ reasonable and market-oriented heights

The Executive Board Compensation avoids ...

- lack of transparency in the reporting
- short-term success at the expense of sustainability
- special bonuses
- unreasonably high degrees of judgment
- excessive severance payments
- unreasonably high compensation
- structure attributes not customary in the market

Overview of the 2021 Compensation Systems

The Executive Board compensation system comprises non-performance-based (fixed) and performance-based (variable) components. The fixed components include basic compensation, the fringe benefits and the Company pension. The variable components include the Short-Term Incentive (STI) as the short-term variable compensation ("Performance Bonus") and the Long-Term Incentive (LTI) as the long-term variable compensation (Performance Share Plan). Maximum compensation is also defined for the Executive Board members, as well as malus and clawback provisions and obligations to acquire and hold shares in the Company (Share Ownership Guidelines).

The table below provides an overview of individual compensation and other contractual components of the compensation, which are then described in detail:

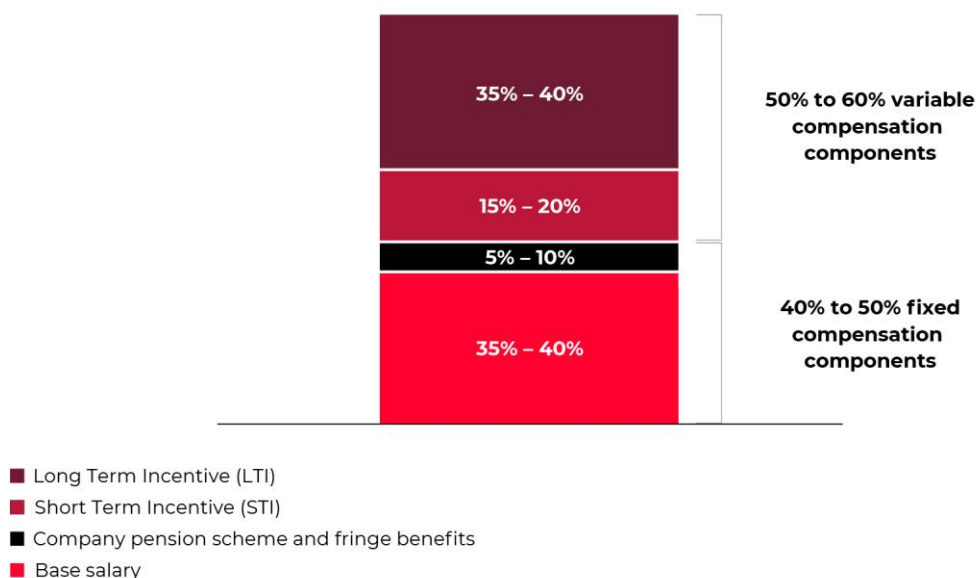
2021 COMPENSATION SYSTEM	
Non-Performance-Based (fixed) Compensation	
Base salary	– Fixed base salary which corresponds to the area of activity and responsibility of the respective Executive Board member and is paid in monthly installments.
Fringe benefits	– Non-performance-based fringe benefits, particularly in the form of provision of a company car, group accident insurance, insurance policy contributions.
Company pension scheme	– Defined contribution plan: Annual payment into a pension account in the amount of 20% of the gross base salary. – Payout either as a monthly retirement payment or as a one-off retirement payment (after reaching the age of 62).
Performance-Based (variable) Compensation	
Short-Term Incentive (STI)	
Type of plan	– Target bonus system
Performance period	– 1 year
Performance targets	– 40%: adjusted EBITDA (target achievement 0% - 200%). – 40%: adjusted Operating FCF (target achievement 0% - 200%). – 20%: ESG targets (target achievement 0% - 200%).
Payout	– In cash after the end of the financial year (cap: 200% of target amount).
Long-Term Incentive (LTI)	
Type of plan	– Performance Share Plan
Performance period	– 4 years
Performance targets	– 70%: P7S1 ROCE (target achievement 0% - 200%). – 30%: relative TSR compared to the STOXX Europe 600 Media Index (target achievement 0% - 200%).
Payout	– In cash after the end of the performance period of the respective tranche (cap: 200% of the allocation amount).
Further Contractual Components	
Malus- and Clawback-provisions	– Full or partial reduction of unpaid variable compensation (STI and LTI) and also reclaim of variable compensation already paid out in the event of material compliance violations and an incorrect consolidated financial statement.
Share Ownership Guidelines	– 200% of the gross base salary for the Chairman of the Executive Board. – 100% of the gross base salary for the other members of the Executive Board.
Maximum compensation	– EUR 7,500,000 for the Chairman of the Executive Board. – EUR 4,500,000 for the Ordinary Members of the Executive Board.
Commitments in the event of termination of Executive Board employment	– Limitation of severance commitments in the event of premature termination of Executive Board contract without good cause to the amount of two years' total compensation (severance cap), but not exceeding the amount of compensation that would have been paid until the end of the contract period. – Change of control clause: Non entitlement to severance payment in the event of a change control.

Structure and Components of Executive Board Compensation

The total compensation of an Executive Board member comprises the sum of the fixed and variable compensation components. In order to follow the "pay for performance" principle of compensation, the Supervisory Board ensures that the target amount of variable compensation (in the event of 100% target achievement) exceeds the fixed compensation. In addition, a focus on the long-term development of the ProSiebenSat.1 Group is ensured by weighting the Long-Term Incentive higher than the Short-Term Incentive.

With the aim of granting Executive Board members compensation that is equally appropriate and competitive in terms of amount and structure, the Supervisory Board defined bands for the weighting of the individual compensation components (in the event of 100% target achievement in variable compensation) in the 2021 compensation system, which are shown in the graphic below:

COMPENSATION STRUCTURE



NON-PERFORMANCE-BASED COMPENSATION

The non-performance-based compensation comprises three elements: the basic compensation in the form of a fixed base salary, the Company pension, and additional fringe benefits in the form of non-cash compensation.

BASIC COMPENSATION

The basic compensation is paid in twelve equal instalments at the end of each month. If the employment contract begins or ends during a financial year, the basic compensation for this financial year is granted pro rata temporis.

FRINGE BENEFITS

In addition, Executive Board members receive non-performance-based fringe benefits (particularly, the provision of company cars that can also be used privately, group accident insurance, insurance policy contributions, and occasionally the reimbursement of costs associated with joining the Company (e.g. flights home, relocation costs, housing cost allowance)).

Executive Board members are also covered by group liability insurance (D&O insurance). This D&O insurance covers the personal liability risk should Executive Board members be made liable for financial losses when exercising their professional functions for the Company. The insurance includes a deductible according to which an Executive Board member against whom a claim is made pays a total of at least 10% of the claim in each insured event, but not more than 150% of the respective fixed annual compensation for all insurance events in one insurance year, and thus meets the requirements of Section 93 (2) sentence AktG. The relevant figure for calculating the deductible is the fixed compensation in the calendar year in which the breach of duty occurred.

COMPANY PENSION SCHEME

Pension agreements were signed for all members of the Executive Board: For the period of the employment relationship, the Company pays an annual total contribution into the personal pension account managed by the Company. The total annual contribution to be paid by the Company is equivalent to 20% of the respective basic compensation. Each member of the Executive Board has the right to pay any additional amount into the pension account in the context of deferred compensation. There are no further payments after the end of the employment relationship. The Company guarantees the paid-in capital and an annual interest of 2%. The amounts paid in are invested on the money and capital markets within the framework of a trust agreement. A monthly retirement pension or alternatively a one-off retirement payment is paid if the Executive Board member reaches the age of 62 and has been a member of the Executive Board for at least three full years. This entitlement also arises in the event of permanent disability. The monthly retirement pension is derived from the actuarially calculated life-long pension as of the time of the entitlement to benefits. If no monthly retirement pension is paid, then a retirement payment is made in the amount of the guaranteed capital as a one-off payment (or in up to ten equal annual installments).

As of December 31, 2024, pension provisions measured in accordance with IFRS for active and former Executive Board members totaled EUR 25.7 million before netting with plan assets (previous year: EUR 25.0 million). In accordance with Section 162 (5) AktG, disclosures regarding former Executive Board members who left the Executive Board more than ten years ago are not made personalized, but as a total under Others.

AMOUNT OF PENSION OBLIGATION (DBO) AS OF DECEMBER 31, 2024

in EUR k

	Amount of pension obligation (DBO)	thereof entitlements from deferred compensation
Executive Board members in office in the financial year		
Bert Habets	394.6	—
Martin Mildner	210.8	—
Markus Breitenecker	142.0	32.6
Christine Scheffler	836.2	268.1
Total	1,583.6	300.7
Former members of the Executive Board		
Conrad Albert	3,586.6	1,949.8
Rainer Beaujean	875.9	—
Thomas Ebeling	8,863.2	7,079.9
Jan David Frouman	667.7	251.1
Ralf Peter Gierig	424.8	424.8
Dr. Ralf Schremper	287.2	—
Christof Wahl	342.5	—
Dr. Christian Wegner	1,404.8	564.3
Dr. Gunnar Wiedenfels	322.6	322.6
Total Others	7,378.3	3,438.6
Total	24,153.7	14,031.2
Total	25,737.3	14,331.9

PERFORMANCE-BASED COMPENSATION

Performance-based compensation comprises two elements: annual variable compensation (Short-Term Incentive) in the form of an annual bonus payment (Performance Bonus) and multi-year

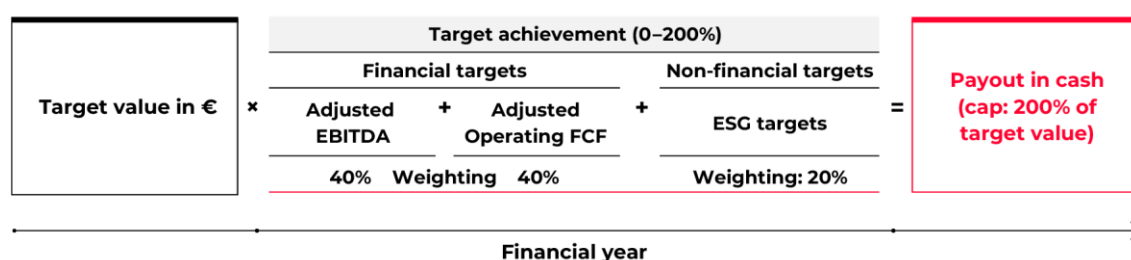
variable compensation (Long-Term Incentive) in the form of virtual shares (performance share units) in ProSiebenSat.1 Media SE (Performance Share Plan).

SHORT-TERM INCENTIVE (PERFORMANCE BONUS)

The Short-Term Incentive depends on ProSiebenSat.1 Group's business performance in the past financial year. It is calculated on the basis of the achievement ascertained for the financial year of adjusted EBITDA and adjusted operating free cash flow (adjusted operating FCF) targets at Group level and of ESG targets. The weighted target achievements are aggregated after the end of a financial year, with the two financial indicators being weighted at 40% each and the ESG targets at 20%. The final payment is capped at a maximum of 200% of the individual target amount agreed in each employment contract.

The sections "Short-Term Incentive (Performance Bonus)", "ESG targets at Group level" and "Variable Compensation – Detailed Disclosure on Target Achievement" contain information typical of the compensation report, which also addresses disclosure requirements ESRS 2 GOV-3, E1-4 and S4-4 of the European Sustainability Reporting Standards ("ESRS"). These are marked with a label at the beginning (>>) and at the end (<<) as well as with the corresponding ESRS disclosure requirements.

>> HOW THE SHORT-TERM INCENTIVE WORKS << / ESRS 2 GOV-3, ESRS E1-4, S4-4



ADJUSTED EBITDA AT GROUP LEVEL

Adjusted EBITDA is one of the most important financial performance indicators in ProSiebenSat.1 Group's management system based on key figures and helps the Executive Board assess the operating profitability of the Group and its segments.

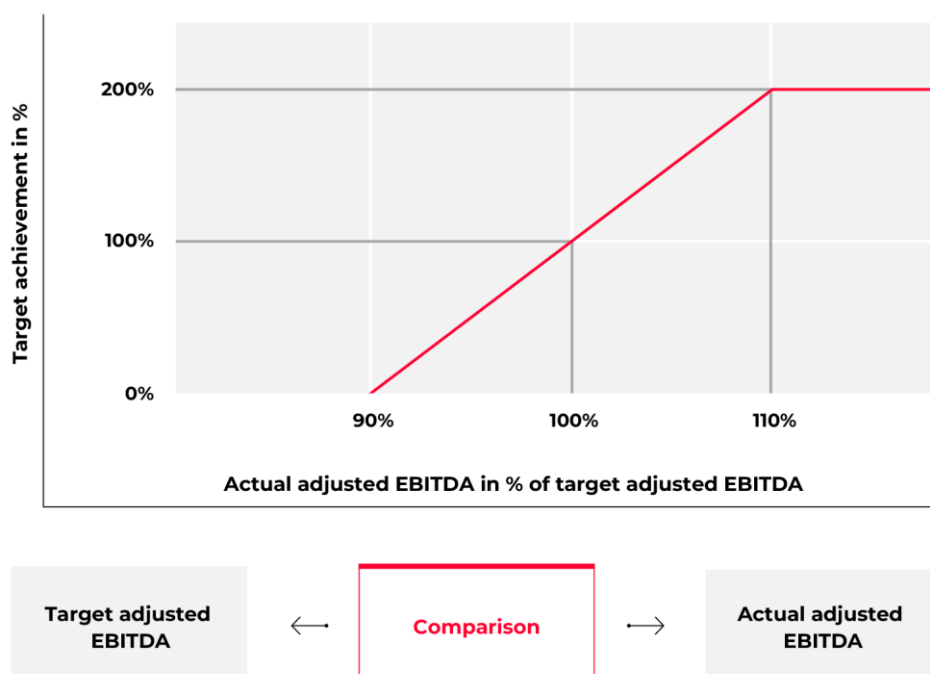
Adjusted EBITDA stands for adjusted earnings before interest, taxes, depreciation and amortization. It describes the operating result (earnings before interest, taxes, depreciation, and amortization) adjusted for certain influencing factors (see "Treatment of Reconciling Items in the 2021 Compensation System"). Adjusted EBITDA is an industry standard and frequently used measure of operating earnings, which in our Entertainment, Commerce & Ventures and Dating & Video segments provides a high degree of comparability with other businesses and is also regularly used on the capital market for enterprise valuations. ProSiebenSat.1 Group reports on adjusted EBITDA in its regular financial reporting.

Before the start of a financial year, the Supervisory Board sets the target value in EUR for adjusted EBITDA, adopting the value from the budget planning for the respective financial year as the 100% value. To ascertain the target achievement, the actual adjusted EBITDA as reported in the relevant audited and approved Consolidated Financial Statements of ProSiebenSat.1 Media SE is compared with the target value for the respective financial year.

If the achieved adjusted EBITDA corresponds to the target value, the target achievement is equal to 100%. The target achievement is equal to 0% if there is a negative deviation from the target value of

10% or more. To reach the maximum target achievement of 200%, the achieved adjusted EBITDA must exceed the target value by 10% or more. Intermediate values are interpolated in a straight line.

ADJUSTED EBITDA TARGET ACHIEVEMENT CURVE



ADJUSTED OPERATING FREE CASH FLOW AT GROUP LEVEL

Adjusted operating FCF serves as one of the most important financial performance indicators for the segments' focused operating cash flow management.

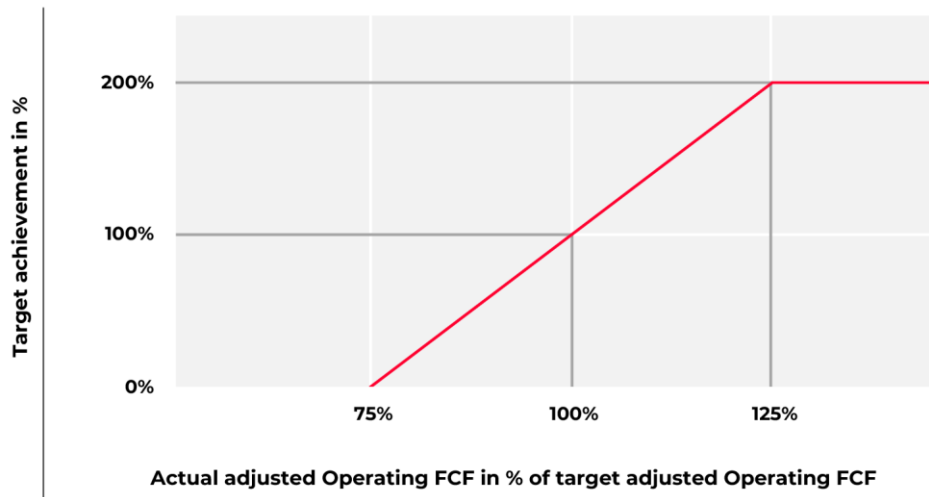
Adjusted operating FCF is defined as operating free cash flow before interest and taxes. It is calculated as adjusted EBITDA corrected for non-cash expenses and income and less investments (programming and other investments) along with changes in net working capital. Working capital is primarily calculated as current assets less cash and cash equivalents and current liabilities. All changes from reconciling items corrected for in adjusted EBITDA (see "Treatment of Reconciling Items in the 2021 Compensation System") are likewise corrected for in working capital. Adjusted operating FCF is one of the most important performance indicators in ProSiebenSat.1 Group's financial and liquidity planning. It is also an important measure for shareholders, as it reflects the cash and cash equivalents generated with operating business, which in turn make up a significant portion of the cash and cash equivalents available for distributions to shareholders. ProSiebenSat.1 Group reports on adjusted operating FCF in its regular financial reporting.

Before the start of a financial year, the Supervisory Board sets the target value in EUR for adjusted operating FCF, adopting the value from the budget planning for the respective financial year as the 100% value. To ascertain the target achievement, the actual adjusted operating FCF as reported in the relevant audited and approved Consolidated Financial Statements of ProSiebenSat.1 Media SE is compared with the target value for the respective financial year.

Because adjusted operating FCF is smaller than adjusted EBITDA in absolute terms and thus more volatile, it is a challenge to set a target value that is both ambitious and plausible. Therefore, the Supervisory Board provides for a broader target achievement corridor in both directions (+/- 25%). If the achieved adjusted operating FCF corresponds to the target value, the target achievement is

equal to 100%. The target achievement is equal to 0% if there is a negative deviation from the target value of 25% or more. To reach the maximum target achievement of 200%, the achieved adjusted operating FCF must exceed the target value by 25% or more. Intermediate values are interpolated in a straight line.

ADJUSTED OPERATING FCF TARGET ACHIEVEMENT CURVE



ESG TARGETS AT GROUP LEVEL

>> The successive implementation of ProSiebenSat.1 Group's sustainability strategy is tracked by annual ESG targets at Group level in the Short-Term Incentive. This enables relevant and simultaneously quantifiable ESG targets to be taken into account in line with the annual targets for the implementation of the sustainability strategy. As part of budget approval, the Supervisory Board therefore sets binding, specific, and measurable targets from a defined list of criteria before the start of the respective financial year. The list of criteria comprises ecological and social targets derived from the fields of action of the sustainability strategy. These currently include public value & corporate citizenship, diversity & inclusion, climate & environment, and governance & compliance. This involves, for example, achieving operational net zero emissions target for ProSiebenSat.1 Group by 2030, among other things by reducing CO₂ emissions, to the expansion of accessible content with more subtitled programming and audio description, and to the increased, responsible use of media reach for socio-politically relevant issues.

Before the start of a financial year, the Supervisory Board sets a quantifiable target value for each ESG target as part of the budget discussion. To ascertain the target achievement, the value actually achieved is compared with the target value for the respective financial year.

If the value achieved corresponds to the target value, the target achievement is equal to 100%. The target achievement is equal to 0% if there is a significant negative deviation from the target value. To reach the maximum target achievement of 200%, the value achieved must significantly exceed the target value. For further information, please refer to the chapter "Variable Compensation – Detailed Disclosure on Target Achievement". << **ESRS 2 GOV-3, ESRS E1-4, S4-4**

PAYMENT DATE

The Short-Term Incentive is payable within a month of the audited and approved Consolidated Financial Statements for the financial year in question becoming available and is paid out with the next monthly salary.

LONG-TERM INCENTIVE (PERFORMANCE SHARE PLAN)

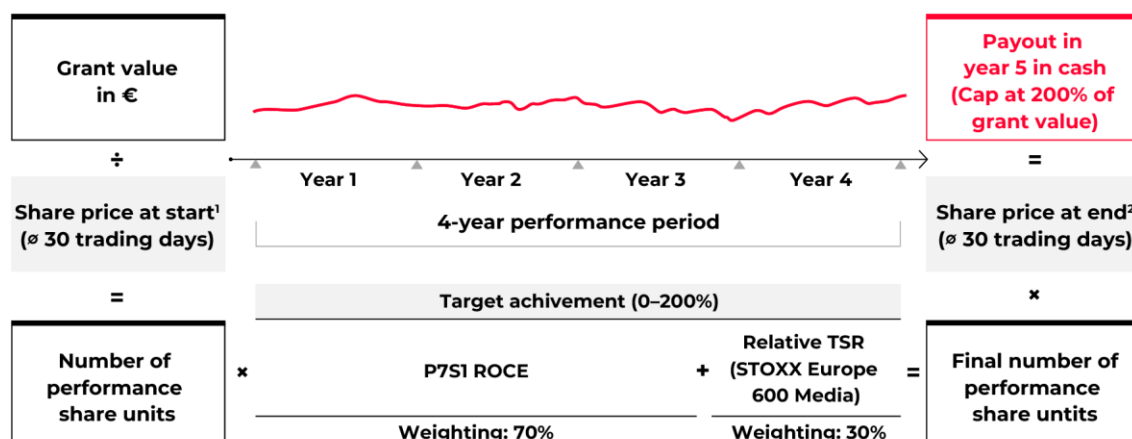
The Long-Term Incentive is designed as multi-year variable compensation in the form of virtual shares (performance share units). Consequently, it does not constitute stock options within the meaning of Section 162 (1) no. 3 AktG. Tranches are granted annually, each with a four-year performance period. Payment is made in cash in year five, the year after the end of the performance period. The Company has the right to choose equity settlement rather than cash settlement and to deliver a corresponding number of own shares for this purpose.

The payout depends on the development of ProSiebenSat.1 Media SE's share price as well as on the Company's internal and external performance. In the 2021 compensation system, the Company's performance is measured based on P7S1 ROCE (return on capital employed) at Group level with a weighting of 70% and the relative total shareholder return (TSR – shareholder return for ProSiebenSat.1 shares compared to shareholder return for companies in the selected comparison index STOXX Europe 600 Media) with a weighting of 30%.

In the compensation system approved by the Annual General Meeting on May 16, 2018 (hereinafter: "2018 compensation system"), which applied before the current 2021 compensation system, the Company's performance was measured based on adjusted net income at Group level as well as the relative total shareholder return, each with a weighting of 50%. Under the Performance Share Plan in accordance with the 2018 compensation system, performance share units were granted for the last time to the Executive Board members then in office – Christine Scheffler, Wolfgang Link and Rainer Beaujean (pro rata to the latter) – in the financial year 2022.

An individual grant value is specified in the service contract for each member of the Executive Board. With effect from the start of a financial year, a number of performance share units (PSUs) corresponding to the grant value will be granted on the basis of the volume-weighted average XETRA closing price of the ProSiebenSat.1 share over the 30 trading days preceding the start of the financial year. Following the end of the four-year performance period, the granted performance share units are converted into a final number of performance share units according to total target achievement, which is determined according to the weighted target achievement for P7S1 ROCE and relative TSR (2021 compensation system) or for adjusted net income and relative TSR (2018 compensation system). The payout amount per performance share unit is equal to the volume-weighted average XETRA closing price of the ProSiebenSat.1 share over the 30 trading days preceding the end of the performance period, plus cumulative dividend payments over the performance period on the ProSiebenSat.1 share. Because the dividend is included in the calculation of the payout amount, the Executive Board is in a neutral position regarding the distribution of dividends and has no incentive not to distribute profits. The payout amount is limited to a maximum of 200% of the individual grant value per tranche (cap). In the case of a settlement in own shares, the amount paid out is converted into a corresponding number of own shares of the Company issued to the beneficiary on the basis of the above average price.

HOW THE PERFORMANCE SHARE PLAN WORKS – 2021 COMPENSATION SYSTEM



¹ Volume-weighted average XETRA closing price over the 30 trading days preceding the start of the performance period.

² Volume-weighted average XETRA closing price over the 30 trading days preceding the end of the performance period, plus cumulative dividend payments.

P7S1 ROCE AT GROUP LEVEL (2021 COMPENSATION SYSTEM)

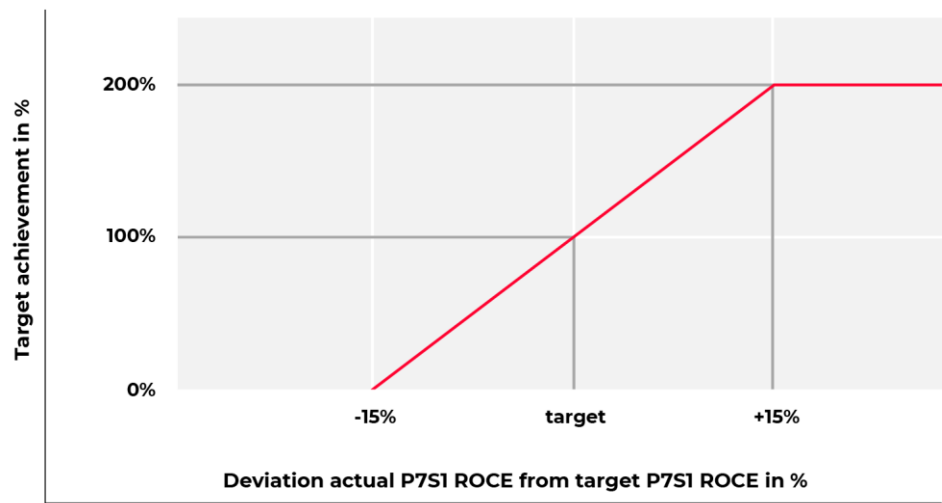
In line with the strategic objective of continuous value enhancement and the associated, even more consistent management of investments, adjusted net income, which was included in the Performance Share Plan in accordance with the 2018 compensation system, has been replaced as a key performance target by P7S1 ROCE.

P7S1 ROCE stands for ProSiebenSat.1 Group's return on capital employed and is the ratio of adjusted EBIT (adjusted earnings before interest and taxes) corrected for pension expenses and the result from investments accounted for using the equity method to average capital employed. Adjusted EBIT is the operating result adjusted for certain influencing factors (see "Treatment of Reconciling Items in the 2021 Compensation System"). Capital employed is the difference when other provisions, trade and other payables, liabilities to investments accounted for using the equity method, and other liabilities are deducted from intangible assets (including goodwill and assets recognized from purchase price allocations), property, plant and equipment, investments accounted for using the equity method, media-for-equity investments, programming assets, inventories, trade receivables, current other financial assets (excluding derivatives), and other receivables and assets. The figure relates to the average of the reporting dates of the last five quarters. P7S1 ROCE is an industry standard and frequently used performance indicator that tracks return on capital employed and creates incentives for continuous value appreciation. ProSiebenSat.1 Group reports on P7S1 ROCE as part of its regular financial reporting.

The target achievement for P7S1 ROCE is ascertained using the average annual target achievement of P7S1 ROCE over the four-year performance period. Before the start of each financial year, the Supervisory Board sets the target value in % for P7S1 ROCE, adopting the value from the budget planning for the respective financial year as the 100% value. To ascertain the target achievement, the actual P7S1 ROCE as reported in the relevant audited and approved Consolidated Financial Statements of ProSiebenSat.1 Media SE is compared with the target value for the respective financial year.

If the achieved P7S1 ROCE corresponds to the target value, the target achievement is equal to 100%. The target achievement is equal to 0% if there is a negative deviation from the target value of 15% or more. To reach the maximum target achievement of 200%, the achieved P7S1 ROCE must exceed the target value by 15% or more. Intermediate values are interpolated in a straight line.

P7S1 ROCE TARGET ACHIEVEMENT CURVE

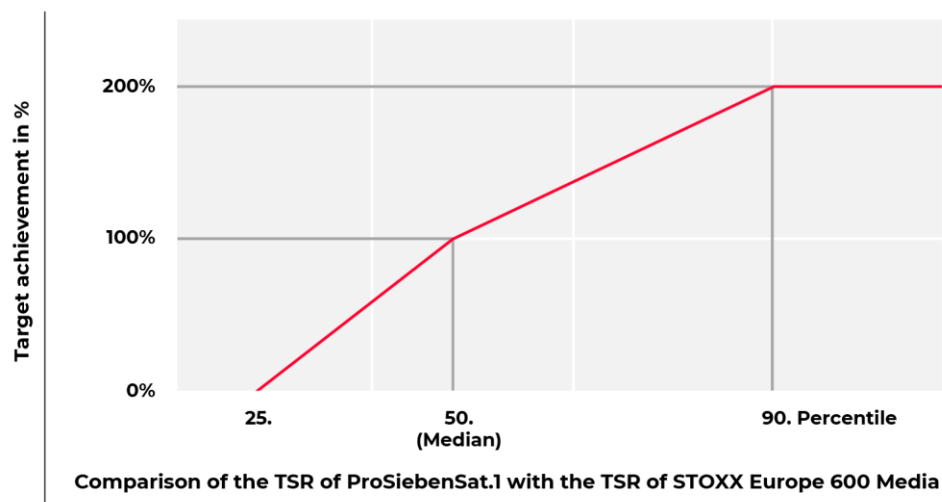


RELATIVE TOTAL SHAREHOLDER RETURN (TSR) – 2021 COMPENSATION SYSTEM

Relative total shareholder return (relative TSR) represents a comparison of the shareholder return (share price performance including hypothetically reinvested gross dividends) on shares in ProSiebenSat.1 Media SE with that of the companies listed in STOXX Europe 600 Media index. The relative comparison incentivizes the outperformance of competitors on the capital market and thus measures the performance of the ProSiebenSat.1 share independently of economic effects. The target achievement for relative TSR is ascertained using the average annual target achievement of relative TSR over the four-year performance period. Firstly, the TSR for ProSiebenSat.1 Media SE and for the companies listed in STOXX Europe 600 Media index is determined on an annual basis. Then, the calculated TSR values are ranked and the relative positioning of ProSiebenSat.1 Media SE in this ranking is determined.

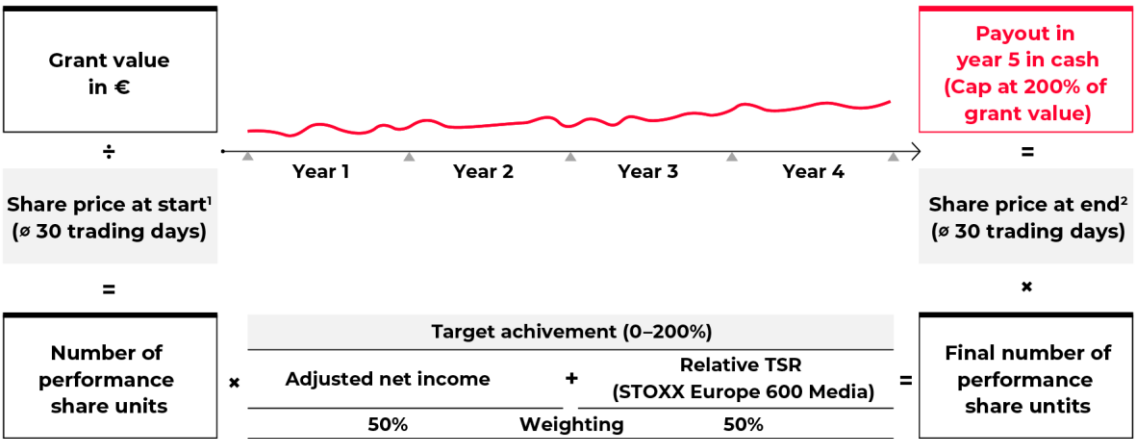
If the relative TSR achieved by ProSiebenSat.1 Media SE corresponds to the median (50th percentile rank) of the peer group, the target achievement is 100%. When positioned at or below the 25th percentile rank, the target achievement is 0%. Maximum target achievement of 200% requires that at least the 90th percentile rank is reached. Intermediate values are interpolated in a straight line.

RELATIVE TSR TARGET ACHIEVEMENT CURVE



The Performance Share Plan in accordance with the 2018 compensation system is described in more detail below.

HOW THE PERFORMANCE SHARE PLAN WORKS – 2018 COMPENSATION SYSTEM



1 Volume-weighted average XETRA closing price of ProSiebenSat.1's shares over the 30 trading days preceding the start of the performance period, rounded down to two decimal places.

2 Volume-weighted average XETRA closing price of ProSiebenSat.1's shares over the 30 trading days preceding the end of the performance period, rounded down to two decimal places, plus cumulative dividend payments on each share in ProSiebenSat.1.

ADJUSTED NET INCOME AT GROUP LEVEL – 2018 COMPENSATION SYSTEM

The adjusted net income at Group level is taken into account with a weighting of 50% in the Performance Share Plan. That is, 50% of the final number of performance share units are dependent on the average target achievement for the Group adjusted net income over the four-year performance period.

Adjusted net income is the net income attributable to shareholders of ProSiebenSat.1 Media SE, adjusted for the reconciling items shown for adjusted EBITDA (see "Treatment of Reconciling Items in the 2021 Compensation System") and adjusted for additional reconciling items. These additional reconciling items include:

- Depreciation, amortization and impairments from purchase price allocations
- Impairments of goodwill
- Valuation effects in other financial result
- Valuation effects of put-option and earn-out liabilities
- Valuation effects from hedging transactions
- Results from other material one-time items (relates to transactions of at least EUR 0.5 million each)

Moreover, the tax effects resulting from such adjustments and effects on the net result attributable to non-controlling interests are also adjusted.

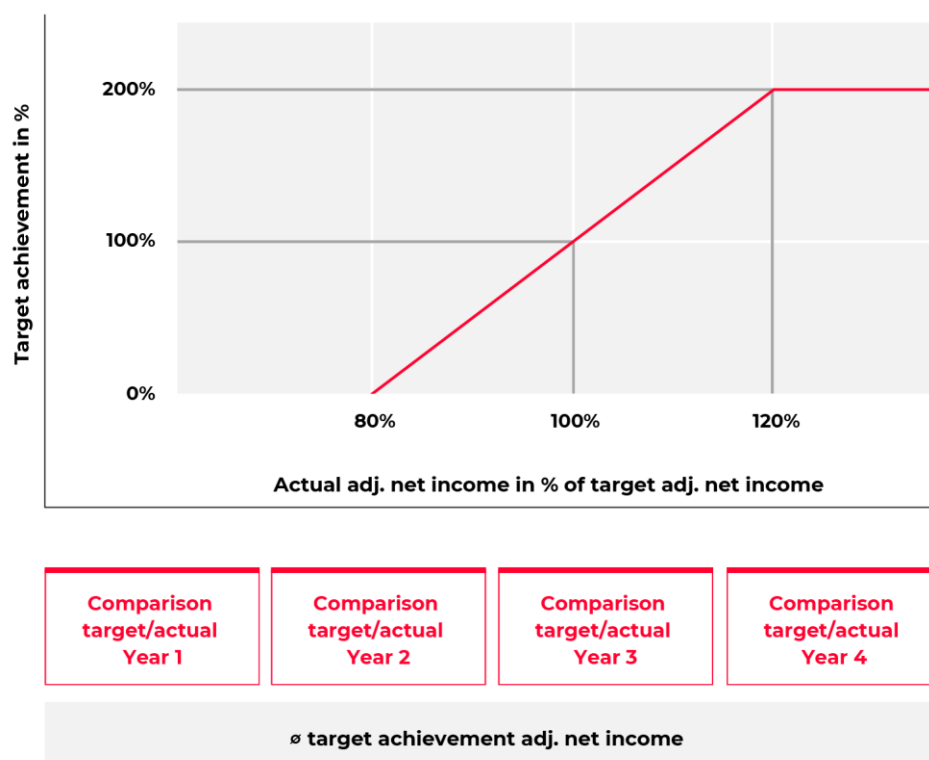
The average annual target achievement of the adjusted net income for the four-year performance period is used to determine the target achievement for the Group's adjusted net income, which results at the end of the term of a tranche. The adjusted net income target value for each of the financial years within the performance period is set annually by the Supervisory Board in EUR and is derived from budget planning for ProSiebenSat.1 Group. The financial effects of operational and strategic measures are reflected in the budget planning.

If required, the Group's actual adjusted net income reported by ProSiebenSat.1 Media SE is adjusted to determine the target achievement, adjustments being made e.g. for effects from significant changes in IFRS accounting and from the effects of M&A transactions (including related financing effects) carried out during the reporting period that are not included in the planning.

To measure the target achievement, the actual adjusted net income as reported in the relevant audited and approved Consolidated Financial Statements of ProSiebenSat.1 Media SE, subject to the above adjustments, is compared with the target adjusted net income for the respective financial year.

If the actual adjusted net income corresponds to the target value, the target achievement is 100%. In the case of a negative deviation of 20% or more from the target-adjusted net income, the target achievement is 0%. For the maximum target achievement of 200%, the actual adjusted net income must exceed the target-adjusted net income by 20% or more. Intermediate values are interpolated in a straight line. The adjusted net income target achievement curve is symmetrical, which means that any underachievement or overachievement of the target is equally taken into account.

ADJUSTED NET INCOME TARGET ACHIEVEMENT CURVE



RELATIVE TOTAL SHAREHOLDER RETURN (TSR) – 2018 COMPENSATION SYSTEM

In addition, 50% of the final number of performance share units are dependent on the relative TSR of ProSiebenSat.1 Media SE's shares compared with STOXX Europe 600 Media index companies. In contrast to the 2021 compensation system, relative TSR in the 2018 compensation system is determined once over the four-year performance period.

PAYMENT DATE

Each respective tranche of the Long-Term Incentive is paid or settled in shares, as the case may be, after the audited and approved Consolidated Financial Statements for the final financial year of the four-year performance period of the respective tranche become available.

TREATMENT OF RECONCILING ITEMS IN THE 2021 COMPENSATION SYSTEM

The adjustments in the 2018 compensation system are described exclusively in the respective chapter on the performance indicators.

RECONCILIATION TO ADJUSTED PERFORMANCE INDICATORS

Reconciling items can influence or even overshadow operating performance. Therefore, figures adjusted for such items offer supplementary information for the assessment of ProSiebenSat.1 Group's operating performance. Adjusted figures thus are more relevant for managing the Company. Adjusted earnings figures therefore also constitute suitable measures of performance for assessing ProSiebenSat.1 Group's sustainable development.

For adjusted EBITDA and adjusted operating free cash flow in accordance with the compensation system, these reconciling items include:

- M&A-related expenses
- Reorganization expenses
- Expenses for legal claims
- Fair value adjustments of share-based payments
- Results from changes in scope of consolidation
- Results from other material one-time items (relates to transactions of at least EUR 0.5 million each)
- Valuation effects relating to strategic realignment of business units

In addition to the reconciling items listed above for adjusted EBITDA and adjusted operating free cash flow, adjusted EBIT is likewise adjusted for depreciation, amortization and impairments on assets recognized from purchase price allocations (Group entities and investments accounted for using the equity method) and impairments on goodwill.

POTENTIAL ADDITIONAL ADJUSTMENTS OF THE ADJUSTED PERFORMANCE INDICATORS

Adjusted EBITDA, adjusted EBIT, adjusted operating free cash flow, and average capital employed are also adjusted for the effects of material changes in IFRS accounting and unplanned effects of M&A transactions carried out within the financial year. This corrects distorting effects when achieving goals. Adjustment beyond these limited effects and subsequent adjustment of the target are not permitted.

MAXIMUM COMPENSATION

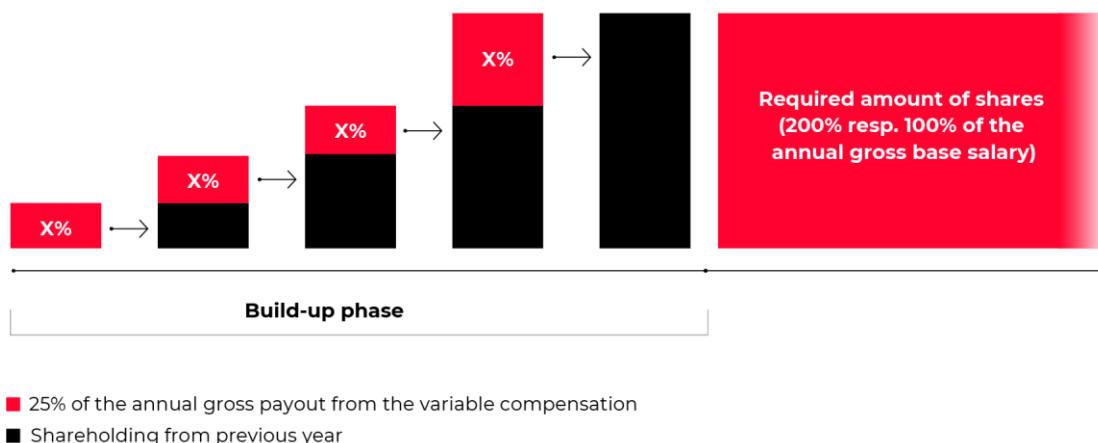
In addition to the limits on the individual variable compensation components, the 2021 compensation system provides for maximum compensation determined by the Supervisory Board in accordance with Section 87a (1) sentence 2 no. 1 AktG, which encompasses all compensation components. This includes basic compensation, fringe benefits, pension expenses for company pension schemes and variable compensation (STI and LTI). This maximum amount is EUR 7,500,000 for the Group CEO and EUR 4,500,000 for the other Executive Board members. The maximum compensation limits the sum of the above-mentioned compensation components resulting from a financial year and constitutes the maximum permissible limit within the compensation system. As adherence to the maximum compensation depends on the receipts from the multi-year performance-based compensation (Performance Share Plan), it can only be reported after the end of the respective four-year performance period. The contractually promised target compensation for the financial year 2024 and the limits on the variable compensation ensure that the determined maximum compensation cannot be exceeded.

OBLIGATIONS TO ACQUIRE AND HOLD SHARES IN THE COMPANY (SHARE OWNERSHIP GUIDELINES)

In order to strengthen the equity culture and bring the interests of the Executive Board and shareholders into even greater alignment, the members of the Executive Board are obliged to acquire and hold shares in the Company. Each Executive Board member is obliged to acquire shares in ProSiebenSat.1 Media SE with a value totaling 200% (Group CEO) or 100% (other Executive Board members) of the annual gross basic compensation and to hold these shares at least until the end of their appointment as a member of the Executive Board. Until the required levels are reached, the Executive Board members are obliged to invest at least 25% of the annual gross

payout from the Short-Term Incentive (Performance Bonus) and the Long-Term Incentive (Performance Share Plan) in ProSiebenSat.1 Media SE shares.

SHARE OWNERSHIP GUIDELINES



The Executive Board members met their respective purchase obligations in the financial year 2024. For Markus Breitenecker, this will apply for the first time when the Performance Bonus for 2024 is paid out in the financial year 2025. An overview of the amounts invested as of December 31, 2024, is given below:

INDIVIDUALIZED SHAREHOLDINGS OF THE EXECUTIVE BOARD AS OF DECEMBER 31, 2024

Member of the Executive Board	Number of shares	Investment at acquisition date in EUR	Investment obligation as of December 31, 2024 ¹ in EUR	Total investment obligation in EUR
Bert Habets	270,000	1,690,715	78,583	2,030,000
Martin Mildner	15,000	81,267	30,275	753,000
Markus Breitenecker ²	162,338	1,021,720	—	850,000
Christine Scheffler	37,547	351,975	407,608	800,000

¹ Sum of 25% of the annual gross payouts from variable compensation since the beginning of the respective build-up phase.

² For Markus Breitenecker, this will apply for the first time when the Performance Bonus for 2024 is paid out in financial year 2025.

Malus and Clawback Provisions

In the context of recommendation G.11 of the GCGC in the version dated April 28, 2022, the existing clawback provision in the 2018 compensation system and a malus provision in the variable compensation were added to the 2021 compensation system. According to these regulations, both the compensation from the Performance Bonus and from the Performance Share Plan can be reduced (malus) or reclaimed (clawback).

If it is determined after the variable compensation has been paid out that the Consolidated Financial Statements were erroneous, the Supervisory Board can reclaim paid variable compensation in full or in part ("performance clawback"). The size of the clawback is determined based on the corrected and audited Consolidated Financial Statements and relates to the net amounts paid.

If an Executive Board member intentionally or by gross negligence violates his or her statutory duty of care in accordance with Section 93 AktG, his or her employment contract, or material compliance policies in accordance with ProSiebenSat.1 Group's compliance management system in such a way

that would justify a dismissal for cause in accordance with Section 84 (3) AktG, the Supervisory Board can, at its discretion, fully or partially reduce as yet unpaid variable compensation for the financial year to which the breach of duty is attributable ("compliance malus") or, if the variable compensation has already been paid, reclaim the variable compensation in full or in part ("compliance clawback"). The size of the clawback relates to the net amounts paid.

No malus or clawback was applied in the financial year 2024.

Moreover, all variable compensation components for Executive Board members in the compensation system are forward-looking and are not paid out until after the end of the plan term. Until then, they also reflect negative value risks at the expense of the variable compensation.

Finally, the respective employment contracts clearly state that potential claims on the part of the Company against Executive Board members from Section 93 (2) AktG are unaffected. According to this provision, Executive Board members who neglect their duties are obliged to compensate the Company for the resulting damage as joint and several debtors.

COMMITMENTS IN THE EVENT OF TERMINATION OF EXECUTIVE BOARD EMPLOYMENT

REGULAR TERMINATION

If an Executive Board member's employment is terminated, any remaining variable compensation components attributable to the period up until contract termination are paid based on the originally agreed targets and only after the end of the regular performance periods.

PREMATURE TERMINATION WITHOUT GOOD CAUSE

If the employment contracts of Executive Board members are terminated prematurely by the Company without good cause within the meaning of Section 626 of the German Civil Code (Bürgerliches Gesetzbuch – 'BGB'), these contracts provide for a severance payment amounting to two years' worth of total compensation as defined by recommendation G.13 GCGC in the version dated April 28, 2022. However, this may not exceed the amount of compensation that would have been paid until the end of the contract period.

PREMATURE TERMINATION IN THE EVENT OF A CHANGE OF CONTROL

The contracts of Executive Board members contain change of control clauses in the event of a change of control at the Company. A change of control as defined in the agreements of the Executive Board members takes place (i) if control is acquired within the meaning of takeover law, (ii) if the merger of the Company is implemented with the Company as the transferring legal entity pursuant to Sections 2 et seq. or Sections 305 et seq. (formerly Sections 122a et seq.) of the German Transformation of Companies Act (UmwG), or (iii) if a control agreement pursuant to Section 291 AktG (also in connection with a profit and loss transfer agreement) comes into force with the Company as the dependent entity. In the event of a change of control, Executive Board members have the right to terminate their employment contract with three months' notice to the end of the month and to resign from the Executive Board if the change of control significantly affects the position of these Executive Board members. There is no entitlement to severance payment in the event of a change of control. The change-of-control clause was not applied in the financial year 2024.

POST-CONTRACTUAL NON-COMPETITION CLAUSE

A post-contractual non-competition clause was agreed for all Executive Board members covering one year following the termination of the employment contract.

If the post-contractual non-competition clause applies, Executive Board members receive a monthly waiting allowance for the duration of the post-contractual non-competition agreement, which in each case amounts to 1/12 of 75% of the annual compensation amount most recently received. In order to determine the waiting allowance, the sum of basic compensation, the Performance Bonus and, if applicable, additional multi-annual compensation components that have been granted are to be regarded as annual compensation. In the calculation, the target amount is recognized for the Performance Bonus and the individual annual grant value for the participation in the Performance Share Plan. Any income generated from work performed while the non-competition clause is in force is to be offset against the waiting allowance – based on a one-year period – if it exceeds 50% of the annual compensation most recently obtained. The Company may waive the non-competition clause before the end of the agreement. In this case, the Executive Board member is entitled to a waiting allowance only for the period between the end of the agreement and the end of a six-month period after the waiver has been received. Sections 74 et seq. HGB also apply accordingly.

COMPENSATION FOR SUPERVISORY BOARD POSTS

If an Executive Board member receives compensation for holding Supervisory Board posts at affiliated entities, this compensation is included. All entities controlled by ProSiebenSat.1 Media SE within the meaning of Section 17 AktG are considered affiliated entities. In the financial year 2024, the Executive Board members received no compensation for holding Supervisory Board posts at affiliated entities.

INDIVIDUAL COMPENSATION OF THE EXECUTIVE BOARD FOR THE FINANCIAL YEAR 2024

Target Compensation

The following individual target compensation levels and breakdowns were determined for Executive Board members in office in the financial year 2024; termination agreements concluded in the financial year 2024 are already included for the purpose of presenting the target compensation for this financial year. The one-year and multi-year variable compensation shown in the table is based on a theoretical target achievement of 100%.

TARGET COMPENSATION

	Bert Habets				Martin Mildner				Markus Breitenecker				Christine Scheffler			
	Chairman of the Executive Board (Group CEO)				Member of the Executive Board & Chief Financial Officer (Group CFO)				Member of the Executive Board & Chief Operating Officer (COO)				Member of the Executive Board & Chief Human Resources Officer (CHRO)			
	(Member of the Executive Board since November 2022)				(Member of the Executive Board since May 2023)				(Member of the Executive Board since April 2024)				(Member of the Executive Board until March 2024)			
	2024		2023		2024		2023		2024		2023		2024		2023	
	in EUR k	in %	in EUR k	in %	in EUR k	in %	in EUR k	in %	in EUR k	in %	in EUR k	in %	in EUR k	in %	in EUR k	in %
Basic compensation	1,015.0	37	945.0	37	753.0	38	502.0	38	637.5	36	—	—	200.0	31	800.0	38
+ fringe benefits	47.7	2	45.3	2	48.5	2	32.3	2	48.8	3	—	—	5.0	1	6.9	0
= total fixed compensation	1,062.7	39	990.3	39	801.5	41	534.3	41	686.3	39	—	—	205.0	32	806.9	38
+ annual variable compensation																
Performance Bonus for 2023	—	—	510.0	20	—	—	233.3	18	—	—	—	—	—	—	400.0	19
Performance Bonus for 2024	520.0	19	—	—	350.0	18	—	—	345.0	20	—	—	100.0	16	—	—
+ multi-year variable compensation																
Performance Share Plan (2023-2026)	—	—	920.0	36	—	—	468.7	36	—	—	—	—	—	—	800.0	38
Performance Share Plan (2024-2027)	980.0	36	—	—	703.0	36	—	—	626.3	35	—	—	200.0	31	—	—
+ Company pension service cost	166.0	6	141.0	6	124.1	6	79.9	6	109.4	6	—	—	134.7	21	124.4	6
= total compensation	2,728.7	100	2,561.3	100	1,978.6	100	1,316.2	100	1,766.9	100	—	—	639.7	100	2,131.3	100

COMPENSATION GRANTED AND OWED

In accordance with Section 162 (1) AktG, the following table presents the compensation granted and owed in the financial year 2024. In order to ensure congruence between the published business results of the financial year 2024 and the resulting compensation ("pay for performance"), the variable compensation components are based on the compensation granted for performance in the financial year 2024, regardless of the actual timing of receipt. Therefore, the Performance Bonus for 2024 and the Performance Share Plan 2021 are presented here, because the performance was completed in the financial year 2024 even though the payment will not be made until the financial year 2025. The service cost in accordance with IFRS for the Company pension is shown in an additional sum as total compensation, even though it is not compensation granted and owed in the narrower sense.

COMPENSATION GRANTED AND OWED

	Bert Habets				Martin Mildner				Markus Breitenecker				Christine Scheffler ²			
	Chairman of the Executive Board (Group CEO)				Member of the Executive Board & Chief Financial Officer (Group CFO)				Member of the Executive Board & Chief Operating Officer (COO)				Member of the Executive Board & Chief Human Resources Officer (CHRO)			
	(Member of the Executive Board since November 2022)				(Member of the Executive Board since May 2023)				(Member of the Executive Board since April 2024)				(Member of the Executive Board until March 2024)			
	2024		2023		2024		2023		2024		2023		2024		2023	
	in EUR k	in %	in EUR k	in %	in EUR k	in %	in EUR k	in %	in EUR k	in %	in EUR k	in %	in EUR k	in %	in EUR k	in %
Basic compensation	1,015.0	64	945.0	75	753.0	65	502.0	77	637.5	62	—	—	200.0	6	800.0	69
+ fringe benefits	47.7	3	45.3	4	48.5	4	32.3	5	48.8	5	—	—	5.0	0	6.9	1
+ severance payment	—	—	—	—	—	—	—	—	—	—	—	—	2,700.0	85	—	—
= total fixed compensation	1,062.7	67	990.3	79	801.5	69	534.3	82	686.3	66	—	—	2,905.0	91	806.9	70
+ annual variable compensation																
Performance Bonus for 2023	—	—	264.7	21	—	—	121.1	18	—	—	—	—	—	—	207.6	18
Performance Bonus for 2024	524.7	33	—	—	353.2	31	—	—	348.1	34	—	—	100.9	3	—	—
+ multi-year variable compensation ¹																
Performance Share Plan (2020-2023)	—	—	—	—	—	—	—	—	—	—	—	—	—	—	138.6	12
Performance Share Plan (2021-2024)	—	—	—	—	—	—	—	—	—	—	—	—	189.2	6	—	—
= total compensation granted and owed (in accordance with Section 162 AktG)	1,587.4	100	1,255.0	100	1,154.7	100	655.4	100	1,034.4	100	—	—	3,195.1	100	1,153.1	100
+ Company pension service cost	166.0	—	141.0	—	124.1	—	79.9	—	109.4	—	—	—	134.7	—	124.4	—
= total compensation	1,753.4	—	1,396.0	—	1,278.7	—	735.3	—	1,143.8	—	—	—	3,329.8	—	1,277.6	—

1 Of the Executive Board members in office in financial year 2024, only Christine Scheffler participated in the Performance Share Plan 2020 and 2021 in her capacity as Executive Board member.

2 Christine Scheffler left the Executive Board as of March 31, 2024. Her employment contract, which had a remaining term until December 31, 2027, was terminated also effective March 31, 2024. As agreed upon in the termination agreement, Christine Scheffler's contractual compensation continued to be paid until March 31, 2024. The Performance Bonus for the financial year 2024 is reduced by 9/12 and will be paid out on the basis of performance in the financial year 2025. Upon departure, the performance share units (PSUs) issued under the Performance Share Plan (PSP) in 2021, 2022 and 2023 were vested at 100% (PSP 2021, 2022 and 2023) or pro rata temporis up to March 31, 2024 (PSP 2024) and will be settled after the end of the four-year performance period. All PSUs that were not vested upon departure will expire without compensation. In addition to her above-described compensation up to the termination date, Christine Scheffler received a severance payment of EUR 2.7 million, which corresponds to her annual compensation for a period of 15 months and therefore does not exceed the amount of two years' compensation within the meaning of recommendation G.13 of the GCGC in the version dated April 28, 2022. For the calculation of the annual compensation, the annual target amount of 100% was recognized for the Performance Bonus, and the annual grant value was recognized for the Performance Share Plan. It was also agreed that the post-contractual non-competition clause continues to apply for one year starting from March 31, 2024, and that the waiting allowance owed in return is settled in full by the severance payment.

All fixed and variable compensation components of the Executive Board members correspond to the compensation system valid in the financial year 2024.

Variable Compensation – Detailed Disclosure on Target Achievement

PERFORMANCE BONUS

The Performance Bonus is calculated on the basis of the achievement (0% – 200%) ascertained for the financial year of adjusted EBITDA and adjusted operating FCF targets at Group level and of ESG targets. The final payment is capped at a maximum of 200% of the individual target amount agreed in each employment contract.

>> ProSiebenSat.1 Group has set operational greenhouse gas neutrality by 2030 as a central, Group-wide ESG goal. This primarily means the continuous reduction of the Company's CO₂e footprint. On this basis, the Supervisory Board set the ESG target of a reduction in operational CO₂e emissions (sum of Scope 1 and Scope 2 emissions in accordance with the GHG Protocol Corporate Standard)

from 2,600 tCO₂e in the financial year 2023 (before adjustment) to 2,313 tCO₂e in the financial year 2024.

An additional ESG target was introduced in 2024, which includes expanding the broadcasting group's accessible offerings. The priorities of ProSiebenSat.1 Group's sustainability strategy were thus integrated more extensively into the Executive Board's targets. In addition to the action area of climate & environment, the new ESG target means that the targets also reflect the action areas of public value & corporate citizenship and diversity & inclusion, so that all three pillars of the #OneTomorrow sustainability initiative are accounted for. The new target, which was divided into four sub-components, supports the further accessible expansion of content in order to make ProSiebenSat.1 Group's content accessible to as many viewers as possible. As part of setting the Executive Board's targets, the Executive Board proposes an annual target for the number of programs with subtitles, audio description, translation into German sign language and into Easy Language, which is set by the Supervisory Board. The Group's German stations are used for this. The key figure includes all programs² that are scheduled for broadcast with an accessible offering (subtitles for the deaf, audio description, sign language) in the final program planning for the 2024 reporting year. In the case of offerings in Easy Language, this includes the programs that will be made available in the broadcasters' media libraries for the first time in 2024. When setting the targets for audio description, sign language, and Easy Language, further requirements are made of the programs provided to be considered in the achievement of the targets: Programs should be available barrier-free if they are broadcast on the large channel brands, SAT.1, ProSieben and Kabel Eins, at high-reach broadcast times in the early evening and prime-time schedule, and are expected to generate a particularly high level of interest among all viewer groups.

The ESG target achievement curves are symmetrically designed, so that falling below or exceeding the target is equally taken into account. Intermediate values are interpolated in a straight line.

For further information, please refer to the "Sustainability" section of the Combined Management Report: Information on the sustainability strategy can be found in the "Sustainability Strategy" section. Disclosures on the GHG emission reduction targets is provided in the section "Targets related to Climate Change Mitigation and Adaptation". Further details on ProSiebenSat.1 Group's accessible offerings can be found in the section "Accessible Offerings".

→ Sustainability Strategy → Climate Change → Social Responsibility

The Supervisory Board has determined the following target achievement for the financial year 2024 with regard to adjusted EBITDA, adjusted operating FCF, and the ESG targets, with the two financial performance indicators being weighted at 40% each and the respective ESG target at 10% or 2.5%:

² The number of programs actually aired may deviate from this, for example if in individual cases accessible content planned for broadcast is not aired due to technical problems. The targets and operational planning and production or purchase of accessible content are based on the program planning data.

>> TARGET PARAMETERS FOR PERFORMANCE BONUS 2024 << / ESRS 2 GOV-3, ESRS E1-4, S4-4

in EUR m

	Weighting in %	Target achievement corridor in %	0% target value	100% target value	200% target value	Actual value (before adjustment)	Actual value (adjusted)	Target achievement in %
Adjusted EBITDA at Group level	40	+/- 10	504.1	560.1	616.1	557.3	555.4	91.6
Adjusted operating free cashflow (FCF) at Group level	40	+/- 25	214.2	285.6	357.0	284.6	283.9	97.6
ESG target: reduction of operating emissions in tCO ₂ e	10	+/- 5	2,428.7	2,313.0	2,197.4	2,316.0	2,261.1	144.9
ESG target: expansion of accessible content on ProSiebenSat.1 Group's German stations								
Number of programs ¹ with subtitles for Deaf people	2.5	+/- 5	24,832.1	26,139.0	27,446.0	26,260.0	26,260.0	109.3
Number of programs ² with audio description ³	2.5	+/- 15	170.0	200.0	230.0	212.0	212.0	140.0
Number of programs ² with German sign language ³	2.5	+/- 10	40.5	45.0	49.5	44.0	44.0	77.8
Number of programs ² in Easy Language ⁴	2.5	+/- 25	13.5	18.0	22.5	18.0	18.0	100.0
Weighted target achievement	100						—	100.9

1 A program, irrespective of its length, is a coherent, self-contained, time-limited individual component of a program schedule or catalogue (in accordance with Section 2 (2) No. 3 MStV). In the case of sports programs, each component of the sports coverage (e.g. pre-match coverage and match analysis) and the actual broadcast of a match (e.g. half-times in football broadcasts), which are recorded separately in the program schedule, are included in the metric as a separate program.

2 A program, irrespective of its length, is a coherent, self-contained, time-limited individual component of a program schedule or catalogue (in accordance with Section 2 (2) No. 3 MStV). Sports broadcasts with several parts of a match (e.g. half-times in football) count as one program.

3 Disclosure includes news and information formats as well as sports and entertainment formats, not including short-term reruns within 24 hours on the same channel. Broadcast is scheduled on the channels SAT.1, ProSieben or Kabel Eins between 16:00 and 23:00, based on the start time of the program.

4 Disclosure includes news and information formats as well as sports and entertainment formats. Provided in online offerings of the channels SAT.1, ProSieben or Kabel Eins.

To calculate the target achievement for the financial year 2024, the Supervisory Board adjusted the target parameters of adjusted EBITDA at Group level, adjusted operating FCF at Group level, and the ESG targets for reconciling items from the disposal of Stylight GmbH. In addition, emissions from fugitive gases and emissions from the start-up phase of the new campus at the Unterföhring site were adjusted in the ESG goal of reducing operational emissions. << **ESRS 2 GOV-3, ESRS E1-4, S4-4**

Taking the target achievement for adjusted EBITDA, adjusted operating FCF and ESG targets into account results in the following overall target achievement for the Performance Bonus in the financial year 2024:

TOTAL TARGET ACHIEVEMENT PERFORMANCE BONUS 2024

Member of the Executive Board	Target value in EUR k	Target achievement adjusted EBITDA at Group level in %	Target achievement adjusted operating free cash flow (FCF) at Group level in %	Target achievement ESG target: reduction of operating emissions in %	Target achievement ESG target: Number of programs with subtitles for Deaf people in %	Target achievement ESG target: Number of programs with audio description in %	Target achievement ESG target: Number of programs with German sign language in %	Target achievement ESG target: Number of programs in Easy Language in %	Total target achievement in %	Payout amount in EUR k
Bert Habets	520.0	91.6	97.6	144.9	109.3	140.0	77.8	100.0	100.9	524.7
Martin Mildner	350.0	91.6	97.6	144.9	109.3	140.0	77.8	100.0	100.9	353.2
Markus Breitenacker	345.0	91.6	97.6	144.9	109.3	140.0	77.8	100.0	100.9	348.1
Christine Scheffler ¹	100.0	91.6	97.6	144.9	109.3	140.0	77.8	100.0	100.9	100.9

1 Due to the departure of Christine Scheffler as of March 31, 2024, and the termination agreement the entitlement to the 2024 Performance Bonus was reduced pro rata temporis by 9/12 in accordance with the termination date during the year.

PERFORMANCE SHARE PLAN

A new tranche of the Performance Share Plan was granted to the Executive Board members in the financial year 2024. Target achievement is measured in the 2021 compensation system based on P7S1 ROCE at Group level with a weighting of 70% and relative total shareholder return (TSR) with a weighting of 30% and in the 2018 compensation system based on adjusted net income at Group level as well as the relative total shareholder return (TSR), each with a weighting of 50%. The value performance of the resulting number of performance share units is dependent on the absolute share price performance of the ProSiebenSat.1 share and the dividend payments over the performance period.

The performance period of the 2021 tranche, which was issued on the basis of the 2018 compensation system, ends at the end of the financial year 2024. Of the Executive Board members in office in the financial year 2024, only Christine Scheffler participated in the Performance Share Plan 2021 in her capacity as Executive Board member. The following targets were defined for adjusted net income at Group level and relative TSR:

TARGET PARAMETERS FOR PERFORMANCE SHARE PLAN 2021 (2018 COMPENSATION SYSTEM)

in EUR m

	Weighting in %	0% target value	100% target value	200% target value	Actual value (before adjustment)	Actual value (adjusted)	Target achievement in %
Adjusted net income at Group level	50						
2021 ¹		197.9	247.4	296.9	364.5	363.4	200.0
2022		281.7	352.1	422.5	301.1	307.1	36.1
2023		197.4	246.8	296.1	225.2	219.0	43.7
2024		160.7	200.9	241.1	229.3	229.0	169.9
Weighted target achievement adjusted net income							112.4
Relative total shareholder return (TSR)	50	25th percentile rank	50th percentile rank	90th percentile rank	18th percentile rank	—	0.0
Weighted total target achievement	100						56.2

¹ Restated actual value for 2021 before adjustment, see Annual Report 2022, Notes to the Consolidated Financial Statements, note 3 "Changes in reporting standards and accounting policies".

To calculate target achievement for the financial year 2024, the Supervisory Board adjusted the target parameter of adjusted net income at Group level for reconciling items from the disposal of Stylight GmbH.

In the financial year 2024, the Performance Share Plan was issued uniformly to all incumbent members of the Board of Management on the basis of the 2021 compensation system.

To calculate target achievement for the financial year 2024, the Supervisory Board adjusted the target parameter of return on capital employed at Group level for reconciling items from the disposal of Stylight GmbH and impairments in the course of the disposal of the business operations of Stylight GmbH and all shares in Stylight Inc., that was closed at the beginning of 2024.

TARGET PARAMETERS FOR PERFORMANCE SHARE PLAN 2022 (2021 COMPENSATION SYSTEM)

in %

	Weighting	0% target value	100% target value	200% target value	Actual value (before adjustment)	Actual value (adjusted)	Target achievement
ROCE at Group level	70						
2022		12.1	14.3	16.4	12.4	12.0	0.0
2023		9.7	11.4	13.1	11.0	10.8	65.4
2024		9.2	10.9	12.5	11.2	11.1	111.8
2025		—	—	—	—	—	—
Weighted target achievement ROCE							
Relative total shareholder return (TSR)	30						
2022		25th percentile rank	50th percentile rank	90th percentile rank	17th percentile rank	—	0.0
2023		25th percentile rank	50th percentile rank	90th percentile rank	9th percentile rank	—	0.0
2024		25th percentile rank	50th percentile rank	90th percentile rank	10th percentile rank	—	0.0
2025		25th percentile rank	50th percentile rank	90th percentile rank	—	—	—
Weighted target achievement relative total shareholder return (TSR)							
Weighted total target achievement	100						—

The following table shows an overview of the tranches of the Performance Share Plan running in the financial year 2024:

OVERVIEW OF THE GRANTED TRANCHES OF THE PERFORMANCE SHARE PLAN (PSP)

		Determination of payout amount								
		Target value resp. Fair value at the grant date in EUR k	Starting price of ProSiebenSat. 1 share in EUR	Number of performance share units granted conditionally	Number of performance share units forfeited	Total target achievement in %	Final number of performance share units	Closing price of ProSiebenSat. 1 share in EUR	Total dividends paid in EUR	Payout amount in EUR k
PSP 2021 (01/01/2021 – 12/31/2024)	Rainer Beaujean	1,400.0	13.10	106,871	—	56.2	60,062	5.06	1.39	387.4
	Wolfgang Link	800.0		61,069	—		34,321			221.4
	Christine Scheffler	683.8		52,195	—		29,334			189.2
PSP 2022 (01/01/2022 – 12/31/2025)	Bert Habets	153.3	13.65	11,234	—	The performance period of the 2022 tranche ends on December 31, 2025.				
	Ralf Peter Gierig ¹	715.0		52,381	52,831					
	Wolfgang Link	800.0		58,609	—					
	Christine Scheffler	715.0		52,381	—					
	Rainer Beaujean	1,500.0		109,892	19,536					
PSP 2023 (01/01/2023 – 12/31/2026)	Bert Habets	920.0	8.23	111,787	—	The performance period of the 2023 tranche ends on December 31, 2026.				
	Martin Mildner	468.7		56,947	—					
	Christine Scheffler	800.0		97,206	—					
	Wolfgang Link	895.0		108,749	45,308					
	Ralf Peter Gierig ¹	715.0		86,878	86,878					
PSP 2024 (01/01/2024 – 12/31/2027)	Bert Habets	980.0	5.82	168,385	—	The performance period of the 2024 tranche ends on December 31, 2027.				
	Martin Mildner	703.0		120,791	—					
	Markus Breitenacker	626.3		107,604	—					
	Christine Scheffler	800.0		137,458	103,093					

OTHER COMPENSATION COMPONENTS

The Company has granted neither loans nor provided guaranties or warranties to the members of the Executive Board. The Executive Board members have received no payments from third parties.

COMPENSATION GRANTED AND OWED TO FORMER MEMBERS OF THE EXECUTIVE BOARD

The following table shows the compensation granted and owed to former members of the Executive Board in the financial year 2024 pursuant to Section 162 (1) sentence 1 AktG. In accordance with Section 162 (5) AktG, personal information is omitted for former members of the Executive Board if they left the Executive Board before December 31, 2014.

COMPENSATION GRANTED AND OWED TO FORMER MEMBERS OF THE EXECUTIVE BOARD

	Wolfgang Link		Rainer Beaujean		Thomas Ebeling	
	Member of the Executive Board until July 2023		Chairman of the Executive Board until October 2022		Chairman of the Executive Board until February 2018	
	in EUR k	in %	in EUR k	in %	in EUR k	in %
Multi-year variable compensation						
Performance Share Plan (2021-2024)	221.4	100	387.4	100	—	—
Pension payments	—	—	—	—	484.4	100
Compensation granted and owed (in accordance with Section 162 AktG)	221.4	100	387.4	100	484.4	100

COMPENSATION OF THE SUPERVISORY BOARD

Structure and Components of Supervisory Board Compensation

The compensation of the Supervisory Board is governed by Article 14 of the articles of incorporation of ProSiebenSat.1 Media SE and was originally adopted by the Annual General Meeting on May 21, 2015. According to the German Act for the Implementation of the Second Shareholder Rights Directive (ARUG II) and the revised Section 113 (3) AktG, listed companies must pass a new resolution on the compensation of Supervisory Board at least every four years. The resolution confirming the compensation for the members of the Supervisory Board was passed by a broad majority of around 99% at the Annual General Meeting on June 1, 2021.

In line with the predominant market practice for listed companies in Germany, the compensation of the Supervisory Board members consists purely of fixed compensation plus an attendance fee. There are no performance-based components. The Executive Board and Supervisory Board believe that purely fixed compensation is best suited to strengthening the Supervisory Board's independence and fulfilling the Supervisory Board's advisory and controlling function, which must be performed independently of the Company's success. The level and design of the Supervisory Board compensation ensures that the Company is able to obtain qualified candidates for membership of the Company's Supervisory Board; the Supervisory Board compensation thus makes an ongoing contribution to the advancement of the business strategy and the long-term development of the Company. The compensation arrangement also follows in particular recommendation G.17 and suggestion G.18 Sentence 1 GCCG in the version dated April 28, 2022, which state, firstly, that the compensation of Supervisory Board members should take appropriate account of the larger time commitment of the chairperson and the deputy chairperson of the Supervisory Board as well as the chairperson and the members of committees and, secondly, that Supervisory Board compensation should be fixed compensation.

Members of the Supervisory Board receive fixed annual compensation for each full financial year of their membership of the Supervisory Board. The fixed compensation amounts to EUR 250,000 for the chairperson of the Supervisory Board, EUR 150,000 for the vice chairperson and EUR 100,000 for

all other members of the Supervisory Board. The chairperson of a Supervisory Board committee receives additional annual compensation of EUR 30,000; the additional annual compensation for the chairperson of the Audit Committee amounts to EUR 50,000. Members of the Supervisory Board also receive fixed annual compensation of EUR 7,500 for membership in a Supervisory Board committee. In addition, members of the Supervisory Board receive a meeting honorarium of EUR 2,000 for each meeting attended in person. For the chairman of the Supervisory Board, the meeting honorarium amounts to EUR 3,000 for each meeting attended in person. For several meetings that take place on one day, the meeting honorarium is paid only once. No performance-based variable compensation is granted.

The current members of the Supervisory Board have declared to the Supervisory Board that they voluntarily undertake to each use 20% of their fixed compensation granted on a yearly basis in accordance with Article 14 (1) and (2) of the articles of incorporation (before deduction of taxes) in order to purchase shares in ProSiebenSat.1 Media SE every year, and to hold these for a period of four years which, however, shall not exceed the duration of their membership on the Supervisory Board of ProSiebenSat.1 Media SE; if they are re-elected, the obligation to hold these shares shall apply to their individual terms of office. With this self-commitment to invest in and hold ProSiebenSat.1 shares, the members of the Supervisory Board want to underscore their interest in the long-term, sustainable success of the Company.

COMPENSATION GRANTED AND OWED TO THE SUPERVISORY BOARD FOR THE FINANCIAL YEAR 2024 IN ACCORDANCE WITH SECTION 162 (1) AKTG

in EUR k

		Fixed basic compensation	Presiding Committee compensation	Audit and Finance Committee compensation	Compensation Committee compensation	Meeting honorarium for personal attendance	Total
Dr. Andreas Wiele Chairman	2024	250.0	30.0	—	30.0	99.0	409.0
	2023	250.0	30.0	1.6	30.0	87.0	398.6
Prof. Dr. Cai-Nicolas Ziegler ¹ Deputy Chairman	2024	131.7	7.5	—	4.8	40.0	184.0
	2023	50.3	3.8	—	—	14.0	68.0
Leopoldo Attolico ²	2024	67.0	—	—	—	24.0	91.0
	2023	—	—	—	—	—	—
Katharina Behrends ³	2024	100.0	7.5	—	4.8	46.0	158.3
	2023	50.3	3.8	—	—	14.0	68.0
Klára Brachtlová ⁴	2024	100.0	7.3	7.3	—	60.0	174.5
	2023	20.9	1.4	1.4	—	12.0	35.8
Dr. Katrin Burkhardt ³	2024	100.0	—	7.5	2.8	54.0	164.3
	2023	50.3	—	3.8	3.8	24.0	81.8
Thomas Ingelfinger ³	2024	100.0	—	—	—	28.0	128.0
	2023	50.3	—	—	—	14.0	64.3
Christoph Mainusch ²	2024	67.0	4.8	—	4.8	24.0	100.6
	2023	—	—	—	—	—	—
Simone Scettri ²	2024	67.0	4.8	31.7	—	36.0	139.5
	2023	—	—	—	—	—	—
Prof. Dr. Rolf Nonnenmacher ⁵ Deputy Chairman	2024	49.9	2.5	16.6	2.5	24.0	95.5
	2023	125.4	3.8	50.0	7.5	56.0	242.7
Marjorie Kaplan ⁶	2024	33.2	—	—	2.5	18.0	53.7
	2023	100.0	3.8	—	3.8	40.0	147.5
Ketan Mehta ⁶	2024	33.2	2.5	—	—	16.0	51.7
	2023	100.0	7.5	—	—	40.0	147.5
Dr. Marion Helmes ⁷ Deputy Chairwoman	2024	—	—	—	—	—	—
	2023	75.0	3.8	3.8	3.8	34.0	120.3
Lawrence A. Aidem ⁸	2024	—	—	—	—	—	—
	2023	50.0	3.8	—	3.8	26.0	83.5
Erik Huggers ⁸	2024	—	—	—	—	—	—
	2023	50.0	—	—	—	20.0	70.0
Dr. Antonella Mei-Pochtler ⁸	2024	—	—	—	—	—	—
	2023	50.0	3.8	3.8	—	36.0	93.5
Total	2024	1,099.2	66.8	63.1	52.0	469.0	1,750.1
		1,022.4	65.2	64.3	52.5	417.0	1,621.5

1 Member of the Supervisory Board since June 30, 2023, Deputy Chairman since May 13, 2024.

2 Member of the Supervisory Board since April 30, 2024.

3 Member of the Supervisory Board since June 30, 2023.

4 Member of the Supervisory Board since October 16, 2023.

5 Member of the Supervisory Board and Deputy Chairman until April 30, 2024.

6 Member of the Supervisory Board until April 30, 2024.

7 Member of the Supervisory Board and Deputy Chairwoman until June 30, 2023.

8 Member of the Supervisory Board until June 30, 2023.

In addition to this fixed annual compensation and meeting honoraria, the members of the Supervisory Board were reimbursed for all out-of-pocket expenses and value-added tax levied on their compensation and out-of-pocket expenses.

D&O insurance covers the personal liability risk should Board members be made liable for financial losses when exercising their functions. No deductible has been agreed for members of the Supervisory Board.

Compensation or benefits for services rendered in person, in particular for advisory and agency services, were not granted to Supervisory Board members in the financial year 2024. The company has granted no loans to members of the Supervisory Board.

All compensation components of the Supervisory Board members correspond to the compensation system valid in the financial year 2024.

COMPARISON OF ANNUAL CHANGE IN THE COMPENSATION AND EARNINGS DEVELOPMENT OF THE COMPANY

The following table compares the percentage change in the compensation of the members of the Executive Board and the Supervisory Board with the earnings development of ProSiebenSat.1 Group and with the average compensation of employees on the basis of full-time equivalents versus the previous year. The compensation of Executive Board members included in the table is based on the compensation granted and owed for performance in the respective financial year, regardless of the actual timing of receipt. For the members of the Executive Board, the values for the financial year 2024 equal the values stated in the "Compensation Granted and Owed" table in accordance with Section 162 (1) sentence 1 AktG. If members of the Executive Board and Supervisory Board received only pro rata compensation in individual financial years, for example due to entry or departure during the year, the compensation for this financial year is accordingly presented pro rata. In these cases, the significance of the percentage change is thus very limited, since different periods and thus compensation receipts are being compared.

Former Executive Board members with pension payments without further variable compensation in the respective financial year are not disclosed here because they have no relevance to the development of compensation.

The earnings development is mainly presented on the basis of the performance criteria relevant for the performance-based Executive Board compensation.

The comparison with the development of the average employee compensation is based on the average target compensation of employees, including senior management, employed in Germany, primarily at the Unterföhring site, as of December 31 of the respective financial year. This peer group was referenced in the last review of the appropriateness of Executive Board member compensation by an external compensation consultant. In order to ensure comparability, the compensation of part-time workers was extrapolated to full-time equivalents.

COMPARISON OF EARNINGS DEVELOPMENT AND CHANGE IN THE COMPENSATION OF EMPLOYEES AND THE EXECUTIVE BOARD

Financial year	2024	2023	Change 2024 vs. 2023 in %	2022	Change 2023 vs. 2022 in %	2021 ^{1,2}	Change 2022 vs. 2021 in %	2020	Change 2021 vs. 2020 in %
1. Earnings development (in EUR m)									
EBITDA at Group level	511.9	140.5	264.4	665.8	-78.9	803.5	-17.1	801.0	0.3
Adjusted EBITDA at Group level	557.3	577.8	-3.6	678.2	-14.8	841.2	-19.4	705.7	19.2
Free cash flow at Group level	97.5	104.1	-6.4	247.4	-57.9	275.1	-10.1	235.3	16.9
Adjusted operating free cash flow at Group level	284.6	259.8	9.6	491.9	-47.2	599.3	-17.9	424.1	41.3
Adjusted net income at Group level	229.3	225.2	1.8	301.1	-25.2	364.5	-17.4	221.3	64.7
Return on capital employed (P7S1 ROCE) at Group level	11.2 %	11.0 %	2.6	12.4 %	-11.3	14.8 %	-16.2	10.5 %	40.6
Net income in accordance with HGB	129.3	- 53.9	339.7	- 123.4	56.3	517.0	-123.9	118.6	335.9
2. Average employee compensation (in EUR k)									
Employee average	80.9	80.3	0.7	75.9	5.8	76.0	-0.1	76.7	-0.9
3a. Executive Board compensation of members in office in the financial year (in EUR k)									
Bert Habets (since November 2022)	1,587.4	1,255.0	26.5	213.9	486.6	—	—	—	—
Martin Mildner (since May 2023)	1,154.7	655.4	76.2	—	—	—	—	—	—
Markus Breitenecker (since April 2024)	1,034.4	—	—	—	—	—	—	—	—
Christine Scheffler (until March 2024)	3,195.1	1,153.1	177.1	1,034.4	11.5	1,372.6	-24.6	769.5	78.4
3b. Executive Board compensation of former members (in EUR k)									
Wolfgang Link (from March 2020 to July 2023)	221.4	834.8	-73.5	1,157.7	-27.9	1,608.8	-28.0	966.2	66.5
Rainer Beaujean (from July 2019 to October 2022)	387.4	271.5	42.7	1,833.8	-85.2	2,824.0	- 35.1	2,098.5	34.6

1 Due to the retrospective adjustment of the accounting treatment, the calculation of P7S1 ROCE 2021 for the quarters during the year was partly based on an assumption-based determination of the capital employed, in particular with regard to the liabilities from voucher transactions.

2 Prior-year figures partly adjusted, see Annual Report 2022, Notes to the Consolidated Financial Statements, note 3 "Changes in reporting standards and accounting policies".

COMPARISON OF EARNINGS DEVELOPMENT AND CHANGE IN THE COMPENSATION OF EMPLOYEES AND THE SUPERVISORY BOARD

Financial year	2024	2023	Change 2024 vs. 2023 in %	2022	Change 2023 vs. 2022 in %	2021 ^{1,2}	Change 2022 vs. 2021 in %	2020	Change 2021 vs. 2020 in %
1. Earnings development (in EUR m)									
EBITDA at Group level	511.9	140.5	264.4	665.8	-78.9	803.5	-17.1	801.0	0.3
Adjusted EBITDA at Group level	557.3	577.8	-3.6	678.2	-14.8	841.2	-19.4	705.7	19.2
Free cash flow at Group level	97.5	104.1	-6.4	247.4	-57.9	275.1	-10.1	235.3	16.9
Adjusted operating free cash flow at Group level	284.6	259.8	9.6	491.9	-47.2	599.3	-17.9	424.1	41.3
Adjusted net income at Group level	229.3	225.2	1.8	301.1	-25.2	364.5	-17.4	221.3	64.7
Return on capital employed (P7S1 ROCE) at Group level	11.2 %	11.0 %	2.6	12.4 %	-11.3	14.8 %	-16.2	10.5 %	40.6
Net income in accordance with HGB	129.3	- 53.9	339.7	- 123.4	56.3	517.0	-123.9	118.6	335.9
2. Average employee compensation (in EUR k)									
Employee average	80.9	80.3	0.7	75.9	5.9	76.0	-0.1	76.7	-0.9
3. Supervisory Board compensation of members in office in the financial year (in EUR k)									
Dr. Andreas Wiele (since February 2022)	409.0	398.6	2.6	282.4	41.2	—	—	—	—
Prof. Dr. Cai-Nicolas Ziegler (since June 2023)	184.0	68.0	170.4	—	—	—	—	—	—
Leopoldo Attolico (since April 2024)	91.0	—	—	—	—	—	—	—	—
Katharina Behrends (since June 2023)	158.3	68.0	132.6	—	—	—	—	—	—
Klára Brachtlová (since October 2023)	174.5	35.8	387.8	—	—	—	—	—	—
Dr. Katrin Burkhardt (since June 2023)	164.3	81.8	100.8	—	—	—	—	—	—
Thomas Ingelfinger (since June 2023)	128.0	64.3	99.1	—	—	—	—	—	—
Christoph Mainusch (since April 2024)	100.6	—	—	—	—	—	—	—	—
Simone Scettri (since April 2024)	139.5	—	—	—	—	—	—	—	—
Prof. Dr. Rolf Nonnenmacher (until April 2024)	95.5	242.7	-60.7	201.5	20.4	195.5	3.1	203.5	-3.9
Marjorie Kaplan (until April 2024)	53.7	147.5	-63.6	145.5	1.4	131.5	10.6	133.5	-1.5
Ketan Mehta (until April 2024)	51.7	147.5	-64.9	147.5	0.0	133.5	10.5	135.5	-1.5

1 Due to the retrospective adjustment of the accounting treatment, the calculation of P7S1 ROCE 2021 for the quarters during the year was partly based on an assumption-based determination of the capital employed, in particular with regard to the liabilities from voucher transactions.

2 Prior-year figures partly adjusted, see Annual Report 2022, Notes to the Consolidated Financial Statements, note 3 "Changes in reporting standards and accounting policies".

OUTLOOK TO COMPENSATION IN THE FINANCIAL YEAR 2025

In accordance with Section 120a AktG, the Company has reviewed the current 2021 compensation system in order to present the compensation system and any adjustments to the 2025 Annual General Meeting for its approval.

Unterföhring, March 4, 2025

On behalf of the Executive Board



Bert Habets
Chairman of the Executive Board (Group CEO)



Martin Mildner
Member of the Executive Board & Chief Financial Officer (Group CFO)



Markus Breitenecker
Member of the Executive Board & Chief Operating Officer (COO)

On behalf of the Supervisory Board



Dr. Andreas Wiele
Chairman of the Supervisory Board