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RENK Group AG
Convocation
Annual General Meeting 2024



RENK

RENK Group AG

Augsburg

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Convocation of the Annual General Meeting

We hereby invite the shareholders of RENK Group AG to the Annual General Meeting. The Annual General Meeting will be held on

Wednesday, 26 June 2024, 10.00 hrs Central European Summer Time (CEST)

as a virtual General Meeting pursuant to section 118a para. 1 sentence 1 of the German Stock Corporation Act (*Aktiengesetz – AktG*). The physical presence of shareholders or their proxies (with the exception of the proxies appointed by the Company) at the location of the General Meeting is ruled out.

Agenda

1. Presentation of the annual financial statements, the consolidated financial statements, the combined management report for RENK Group AG and the Group as well as the report of the Supervisory Board

The aforementioned documents for the 2023 financial year, the proposed appropriation of profits (*Bilanzgewinn*) and an explanatory report on the information pursuant to sections 289a and 315a of the German Commercial Code (*Handelsgesetzbuch – HGB*) will be made available from the time the Annual General Meeting is convened and for the entire duration of the Annual General Meeting at the following website:

www.renk.com/agm

The Supervisory Board approved the financial statements and the consolidated financial statements for the 2023 financial year on 26 March 2024. The annual financial statements are thus adopted. The annual financial statements and the other documents must therefore be made available without a resolution by the Annual General Meeting under agenda item 1 being required.

RENK Group AG was not yet listed on the stock exchange as at the accounting reference date on 31 December 2023. A remuneration report in accordance with section 162 of the German Stock Corporation Act will therefore be prepared for the first time in the coming year for the 2024 reporting year.

2. Appropriation of profits

The Management Board and the Supervisory Board propose that the profits in the amount of €30,000,000.00 reported in the financial statements for the 2023 financial year be appropriated as follows:

Distribution of a dividend of €0.30 per no-par-value share (<i>Stückaktie</i>) carrying dividend rights:	€	30,000,000.00
Amount transferred to retained earnings (<i>Gewinnrücklagen</i>):	€	0.00
Amount carried forward to the next financial year	€	0.00
Profits:	€	30,000,000.00

This proposed resolution is based on the share capital carrying dividend rights as at 31 December 2023 in the amount of €100,000,000.00, divided into 100,000,000 no-par-value shares. The number of shares carrying dividend rights may be lower by the time the Annual General Meeting passes its resolution on the appropriation of profits. In this case, the Management Board and the Supervisory Board will present an amended proposed resolution at the General Meeting which will also provide for the distribution of €0.30 per no-par-value share carrying dividend rights and for the remaining amount to be carried forward to the next financial year.

3. Formal approval of the acts of the Managing Directors of RENK Holding GmbH

RENK Group AG came into existence by changing the legal form of RENK Holding GmbH, having its seat in Augsburg, previously entered in the commercial register of the Local Court (*Amtsgericht*) of Augsburg under HRB 37339. The resolution on the change of legal form was passed by the shareholders' meeting of RENK Holding GmbH on 12 September 2023 and became effective upon being entered in the commercial register on 13 September 2023.

The Management Board and the Supervisory Board propose that the acts of the Managing Directors of RENK Holding GmbH be formally approved for the 2023 financial year.

4. Formal approval of the acts of the Supervisory Board members of RENK Holding GmbH

The Management Board and the supervisory board propose that the acts of the Supervisory Board members of RENK Holding GmbH be formally approved for the 2023 financial year.

5. Formal approval of the acts of the Management Board members

The Management Board and the Supervisory Board propose that the acts of the Management Board members of RENK Group AG be formally approved for the 2023 financial year.

6. Formal approval of the acts of the Supervisory Board members

The Management Board and the Supervisory Board propose that the acts of the Supervisory Board members of RENK Group AG be formally approved for the 2023 financial year.

7. Election of the auditor (*Abschlussprüfer*) and the Group auditor for the 2024 financial year, the auditor of the semi-annual financial report as at 30 June 2024 and the auditor of the (Group) sustainability report

On the recommendation of its audit committee (*Prüfungsausschuss*), the Supervisory Board proposes that the following resolution be passed:

- a) PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft, Munich, will be appointed as the auditor of the financial statements and the Group auditor of the consolidated financial statements for the 2024 financial year as well as the auditor for the review of the semi-annual financial report as at 30 June 2024.
- b) PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft, Munich, will be appointed as the auditor of the (Group) sustainability report for the 2024 financial year.

The election of the auditor of the (Group) sustainability report is made as a precautionary measure in the event that the German legislator, implementing Article 37 of the Audit Directive 2006/43/EC in the version of the CSRD (EU) 2022/2464 of 14 December 2022, should require that the General Meeting explicitly elects the auditor of the sustainability report, i.e. in the event that the auditor should not in any case be responsible for auditing the sustainability report.

The audit committee declared that its recommendation was made free from any undue influence by third parties and that no clause restricting its choice within the meaning of Article 16(6) of the Audit Regulation (EU) 537/2014 was imposed upon it.

8. Elections to the Supervisory Board and election of a substitute member

The Supervisory Board member Dr Rainer Martens resigned from his office as a Supervisory Board member as of 22 February 2024. Mr Florian Hohenwarter was appointed to the Supervisory Board by order of the Local Court of Augsburg. The court appointment of Mr Florian Hohenwarter is limited in time until the next General Meeting.

Dr Axel Scheibel is to be appointed as a substitute member for the nominee Mr Florian Hohenwarter.

In addition, Ms Swantje Conrad, Chairwoman of the Audit Committee, has decided to resign from the Supervisory Board with effect from the end of the Annual General Meeting on 26 June 2024.

Therefore, two new elections to the Supervisory Board and an election of a substitute member are to be held. These elections shall be held individually. The Supervisory Board proposes to elect to the **Supervisory Board** of RENK Group AG:

- a) **Mr Florian Hohenwarter**, Managing Director (Chief Operating Officer) of KNDS Deutschland Verwaltungs GmbH in its capacity as the general partner (*Komplementärin*) of Krauss-Maffei Wegmann GmbH & Co. KG, Munich, resident in Grafenau, for the period from the closure of the 2024 Annual General Meeting until the closure of the General Meeting which will resolve on the formal approval of the acts of the Supervisory Board for the 2027 financial year (i.e. for a duration of around four years)

- b) **Ms Karin Sonnenmoser**, Member of the Supervisory Board of INNIO Jenbacher GmbH & Co OG, Jenbach, Austria, Member of the Administrative Board of u-blox AG, Thalwil, Switzerland, and Senior Advisor at Advent International GmbH, Frankfurt, resident in Bildstein, Austria, for the period from the end of the 2024 Annual General Meeting until the closure of the General Meeting which will resolve on the formal approval of the acts of the Supervisory Board for the 2027 financial year (i.e. for a duration of around four years).

In addition, the Supervisory Board proposes to elect as substitute member for Mr Florian Hohenwarter:

- c) **Mr Dr Axel Scheibel**, Managing Director (Chief Technology Officer) of KNDS Deutschland Verwaltungs GmbH as general partner of KNDS Deutschland GmbH & Co. KG, Munich, resident in Niestetal-Heiligenrode, for the period from the end of the 2024 Annual General Meeting until the closure of the General Meeting which will resolve on the formal approval of the acts of the Supervisory Board for the 2027 financial year (i.e. for a duration of around four years).

These election proposals are based on proposals by the nomination committee (*Nominierungsausschuss*), they take into account the objectives determined by the Supervisory Board regarding its composition and are aimed at fulfilling the profile of skills and expertise prepared by the Supervisory Board.

Ms Karin Sonnenmoser has expertise in the areas of accounting and auditing within the meaning of section 100 para. 5 half-sentence 1 of the German Stock Corporation Act. If elected, Mr Sonnenmoser intends to run for membership and chairmanship of the Audit Committee of the Supervisory Board.

The Supervisory Board assured itself that the three nominees are able to dedicate the amount of time expected for discharging his office.

The curriculum vitae of the three nominees including the information required under section 125 para. 1 sentence 5 of the German Stock Corporation Act and section C.13 of the DCGK (*Deutscher Corporate Governance Kodex – DCKG*) can be found in the “Supplementary information on item 8: elections to the Supervisory Board and election of a substitute member” section of this convocation of the General Meeting.

Notes on the composition of the Supervisory Board:

Pursuant to section 96 para. 1, section 101 para. 1 of the German Stock Corporation Act, section 7 para. 1 sentence 1 no. 1 of the German Act on Co-determination by Employees (*Mitbestimmungsgesetz – MitbestG*) and Article 10 para. 1 of the Articles of Association (*Satzung*), the Supervisory Board of RENK Group AG is composed of a total of twelve members, of which six are shareholder representatives and six are employee representatives.

Pursuant to section 96 para. 2 sentence 1 of the German Stock Corporation Act, men and women must each hold at least 30% of the seats on the Supervisory Board of RENK Group AG. The members of the Supervisory Board representing the shareholders objected to such minimum percentage requirement being fulfilled by the Supervisory Board as a whole. As a result, such minimum percentage requirement that 30% of seats on the Supervisory Board be held by women and 30% be held by men must be fulfilled separately for each the members representing the shareholders and the members representing the employees (section 96 para. 2 sentence 3 of the German Stock Corporation Act). For this

purpose, the number of persons is to be mathematically rounded up or down in order to achieve full numbers of persons. This means that the Supervisory Board of RENK Group AG must include at least two women and two men for each the members representing the shareholders and the members representing the employees.

The Supervisory Board's election proposals take these requirements into account.

9. Approval of the remuneration system for Management Board members

Section 120a para. 1 sentence 1 of the German Stock Corporation Act stipulates that the General Meeting of a listed company pass a resolution on the approval of the remuneration system for the Management Board members presented by the Supervisory Board whenever there is a material change to the remuneration system, but at least every four years. Accordingly, this year's General Meeting, following the Company's IPO on 7 February 2024, must pass a resolution on the approval of the remuneration system for the first time.

The remuneration system for the Management Board members of RENK Group AG as adopted by the Supervisory Board is set out in full in the "Supplementary information on item 9: remuneration system for Management Board members" section of this convocation of the General Meeting.

The Supervisory Board proposes that the following resolution be passed:

The remuneration system for the Management Board members of RENK Group AG as adopted by the Supervisory Board and published when convening of the 2024 Annual General Meeting will be approved.

10. Remuneration of Supervisory Board members

Section 113 para. 3 of the German Stock Corporation Act stipulates that the general meeting of a listed company pass a resolution on the remuneration of Supervisory Board members at least every four years. A resolution confirming the existing remuneration is also permissible. Accordingly, this year's General Meeting, following the Company's IPO on 7 February 2024, must, pursuant to section 113 para. 3 of the German Stock Corporation Act, pass a resolution on the remuneration of the Supervisory Board members for the first time.

Article 15 of the Articles of Association governs the remuneration of Supervisory Board members. It states that the Supervisory Board members will receive annual fixed remuneration for their work, the amount of which will depend on the individual tasks carried out on the Supervisory Board or its committees. In addition, the members of the Supervisory Board and the committees will receive an attendance fee. There will be no variable remuneration for Supervisory Board members dependent on the achievement of certain accomplishments or targets.

A more detailed description of the remuneration system behind this provision of the Articles of Association is set out in the "Supplementary information on item 10: remuneration of Supervisory Board members" section of this convocation of the General Meeting.

The Management Board and the Supervisory Board take the view that the existing remuneration rules for the Supervisory Board members are in the best interest of RENK Group AG and commensurate to the duties of the Supervisory Board members as

well as the situation of RENK Group AG and should therefore remain unchanged. The remuneration rules also take into account the DCGK's recommendations and suggestions regarding the remuneration of Supervisory Board members.

The Management Board and the Supervisory Board therefore propose that the following resolution be passed:

The remuneration of the Supervisory Board members of RENK Group AG pursuant to Article 15 of the Articles of Association, including the underlying remuneration system as published when convening the 2024 Annual General Meeting, will be confirmed.

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Supplementary information on item 8: elections to the Supervisory Board and election of a substitute member

Elections to the Supervisory Board and an election of a substitute member are intended under agenda item 8. Below you will find the nominees' curriculum vitae including information in accordance with section 125 para. 1 sentence 5 of the German Stock Corporation Act and section C.13 of the DCGK:

Florian Hohenwarter

Managing Director (Chief Operating Officer) of KNDS Deutschland Verwaltungs GmbH in its capacity as the general partner of KNDS Deutschland GmbH & Co. KG, Munich

Resident in Grafenau

Court-appointed member of the Supervisory Board of RENK Group AG since February 2024

Mr Florian Hohenwarter (48) was born in Regensburg, Germany.

Mr Hohenwarter holds a degree in electrical engineering (*Diplom-Ingenieur Elektrotechnik*) from the Baden-Württemberg Cooperative State University (*Duale Hochschule Baden-Württemberg*). He began his professional career at Mercedes-Benz AG Passenger Cars in Quality Management. From 2001 to 2019, he held various positions at Mercedes-Benz AG Passenger Cars in Germany and abroad, including Head of the Global Quality Engineering Center, leading operations functions as part of the ramp-up of the Mercedes-Benz plant in Beijing, Head of Supply Chain Management Mercedes-Benz Passenger Cars Large Series and Head of the Production Network Components and Structural Parts Castings/Forging Mercedes-Benz Passenger Cars. At Mercedes-Benz AG, Mr Hohenwarter was ultimately Head of Production Europe/Africa Passenger Cars. Since April 2023, he is the Chief Operating Officer of KNDS Germany Verwaltungs GmbH in its capacity as the General Partner of KNDS Germany GmbH & Co. KG). He was appointed as member of the Supervisory Board of RENK Group AG by court order in February 2024.

Other current membership roles:

Office as a managing director or membership of a Management Board:

- Managing Director of KNDS Germany Verwaltungs GmbH in its capacity as the general partner of KNDS Germany GmbH & Co. KG

Membership of other statutory supervisory boards:

- None

Membership of comparable supervisory bodies in Germany or abroad

- None

Previous membership roles:

- Chairman of the Supervisory Board of MB Manufacturing Hungary (2019 to 2023)
- Member of the Supervisory Board of MB South-Africa (2019 to 2023)

Other than as specified above, Mr Florian Hohenwarter has not been a member of any administrative, management or supervisory body or of any other company or partnership outside the RENK Group within the last five years.

Declaration in accordance with section C.13 of the DCGK:

According to the Supervisory Board's assessment, no personal or business relationships that are decisive for General Meeting's election decision exist between the proposed nominee and RENK Group AG or any of its Group entities, any bodies of RENK Group AG or any shareholder directly or indirectly holding more than 10% of the shares carrying voting rights of RENK Group AG.

Mr Hohenwarter is the Managing Director of KNDS Germany Verwaltungs GmbH, which, in turn, is the general partner of KNDS Germany GmbH & Co. KG. Both entities are part of the group of one of the shareholders of RENK Group AG. This shareholder is KNDS N.V., having its seat in Amsterdam, Netherlands. At the time of this convocation of the General Meeting, KNDS N.V. holds less than 10% of the shares carrying voting rights.

According to the assessment of the Supervisory Board members representing the shareholders, the nominee is to be considered independent (*unabhängig*) within the meaning of the DCGK.

Karin Sonnenmoser

Member of the Supervisory Board of INNIO Jenbacher GmbH & Co OG, Jenbach, Austria, Member of the Administrative Board of u-blox AG, Thalwil, Switzerland, and Senior Advisor at Advent International GmbH, Frankfurt

Resident in Bildstein, Austria

Ms Karin Sonnenmoser (54) was born in Biberach/Riss, Germany.

After graduating with a degree in business administration from the University of Augsburg and a Master of Business Administration (MBA) from the University of Dayton, Ohio, USA, Karin Sonnenmoser joined Volkswagen AG in 1995 and held various management positions during her 19 years with the Group.

She began her professional career in 1995 as a trainee at Volkswagen AG and spent some time at SEAT S.A., Barcelona, Spain, in the field of accounting. From 1996 to 2014, she worked at Volkswagen in various functions, firstly until 2002, particularly in the areas of accounting and controlling, including profit planning and analysis for the VW Pkw brand worldwide and in SAP implementation projects. Subsequently, she headed the General Secretariat of the Volkswagen brand group and the Chairman of the Board of Management of Volkswagen AG until 2006. Afterwards, she worked at AutoVision GmbH, Wolfsburg, as Managing Director for Finance,

Procurement, IT and Venture Capital until 2010, when she became Chairwoman of the Management Board of AutoVision GmbH and was also a member of the top management of Volkswagen AG. From 2010 to 2014, Ms Sonnenmoser was Managing Director of Finance and Controlling at Volkswagen Sachsen GmbH, Gläserne Manufaktur GmbH, Dresden and Commercial Director of VW Bildungsinstitut GmbH, Zwickau.

From 2014 to 2018, she was Group Chief Financial Officer of Zumtobel Group AG, Dornbirn, Austria, and from 2019 to 2021 Chief Financial Officer of CECONOMY AG, Düsseldorf, where she was responsible in particular for finance and controlling as well as procurement and IT. Since July 2023, Ms Sonnenmoser has worked as a Senior Advisor at Aurelius, Munich, and in this context, as CFO of the LSG Group, she was responsible for the independent positioning of the business units in the USA and Ireland. Following successful positioning, Ms Sonnenmoser left LSG in April 2024.

Through her positions as a management board and supervisory board member, Karin Sonnenmoser has restructuring experience in various industries as well as in the retail and healthcare sectors, both in group and medium-sized/family-run companies. In addition to financial and corporate governance expertise, her focus is on process optimisation through digitalisation, mergers & acquisitions and the shaping of ESG in companies.

Ms Karin Sonnenmoser has expertise in the areas of accounting and auditing within the meaning of section 100 para. 5 half-sentence 1 AktG. If elected, Ms Sonnenmoser intends to candidate for a membership and the chairmanship of the Audit Committee of the Supervisory Board.

Other current membership roles:

Office as a managing director or membership of a Management Board:

- Keine

Membership of other statutory supervisory boards:

- None

Membership of comparable supervisory bodies in Germany or abroad

- Member of the Supervisory Board and Chairwoman of the Audit Committee of INNIO Jenbacher GmbH & Co OG, Jenbach, Austria
- Member of the Board of Directors and Chairwoman of the Audit Committee of u-blox AG, Thalwil, Switzerland

Previous membership roles:

- Managing Director (Chief Financial Officer) at LSG Airline Catering & Retail GmbH, Neu-Isenburg (2023 bis 2024)
- Member of the Supervisory Board and member of the Audit Committee of Leoni AG, Nuremberg, Germany (2022 to 2023)
- Member of the Administrative Board and member of the Audit Committee of Swiss Steel Group AG, Lucerne, Switzerland (2020 to 2022)
- Member of the Supervisory Board and Chairwoman of the Audit Committee of Vivantes Netzwerk für Gesundheit GmbH, Berlin (2014 to 2020)
- Member of the Supervisory Board of Schweizer Electronic AG, Rottweil (2016 to 2019)

- Member of the Supervisory Board of Extesy AG, Wolfsburg (2007 to 2009)
- Member of the Advisory Board of cameq GmbH, Berlin (2007 to 2009)

Other than as specified above, Ms Karin Sonnenmoser has not been a member of any administrative, management or supervisory body or of any other company or partnership outside the RENK Group within the last five years.

Declaration in accordance with section C.13 of the DCGK:

According to the Supervisory Board's assessment, no personal or business relationships that are decisive for General Meeting's election decision exist between the proposed nominee and RENK Group AG or any of its Group entities, any bodies of RENK Group AG or any shareholder directly or indirectly holding more than 10% of the shares carrying voting rights of RENK Group AG.

According to the assessment of the Supervisory Board members representing the shareholders, the nominee is to be considered independent (*unabhängig*) within the meaning of the DCGK.

Dr Axel Scheibel

Managing Director (Chief Technology Officer) of KNDS Deutschland Verwaltungs GmbH as general partner of KNDS Deutschland GmbH & Co. KG, Munich

Resident in Niestetal-Heiligenrode

Mr Dr Axel Scheibel (61) was born in Heiligenrode, Germany.

Dr Axel Scheibel holds a degree in electrical engineering from the University of Kassel. He worked as a research assistant and PhD student at the Institute for High Frequency Technology at the University of Kassel and was awarded his doctorate in 1994. His professional career at KNDS Deutschland (then Wegmann) began in 1995 as Head of Systems Technology and EMC (electromagnetic compatibility). Starting in January 2004, he took charge of the System Development Department until he was appointed Head of Research and Development in 2009. From 2001 to 2009, he was a member of the advisory board of ATM ComputerSysteme GmbH (Constance). He has been a member of the advisory board of PSM GmbH, Kassel since 2009. In 2021, Dr Axel Scheibel was appointed to the administrative board of MILREM ROBOTICS (Tallinn, Estonia). In the same year, Dr Axel Scheibel was also appointed to the executive board of HELLENIC DEFENCE VEHICLE SYSTEMS S.A. (HDVS), Greece.

In the past few years, Dr Axel Scheibel has played a major role as Head of Research and Development in paving KNDS Deutschland's way to the top of military land system manufacturers in Europe. The advanced technology, products such as the Leopard main battle tank, the Puma infantry fighting vehicle, the PzH 2000 self-propelled howitzer, the highly mobile RCH 155 artillery system and the modular Boxer modular multi-role vehicle all bear his signature, as do the project steps taken to date in the development of the future Franco-German MGCS land combat system.

Since 2000, Dr Axel Scheibel has been a lecturer on electromagnetic compatibility at the University of Kassel and, since 2012, a lecturer for land system technology at the Bundeswehr University in Hamburg (Helmut Schmidt University). He regularly speaks to specialist audiences.

Other current membership roles:

Office as a managing director or membership of a Management Board:

- Managing Director of KNDS Germany Verwaltungs GmbH in its capacity as the general partner of KNDS Germany GmbH & Co. KG
- Member of the Management Board of HELLENIC DEFENCE VEHICLE SYSTEMS S.A. (HDVS), Greece

Membership of other statutory supervisory boards:

- None

Membership of comparable supervisory bodies in Germany or abroad

- Member of the Advisory Board of PSM GmbH, Kassel
- Member of the Administrative Board of MILREM ROBOTICS, Tallinn, Estonia

Previous membership roles:

- Member of the Advisory Board of ATM ComputerSysteme GmbH, Constance (2001 to 2009)

Other than as specified above, Mr Dr Axel Scheibel has not been a member of any administrative, management or supervisory body or of any other company or partnership outside the RENK Group within the last five years.

Declaration in accordance with section C.13 of the DCGK:

According to the Supervisory Board's assessment, no personal or business relationships that are decisive for General Meeting's election decision exist between the proposed nominee and RENK Group AG or any of its Group entities, any bodies of RENK Group AG or any shareholder directly or indirectly holding more than 10% of the shares carrying voting rights of RENK Group AG.

Mr Dr Axel Scheibel is the Managing Director of KNDS Germany Verwaltungs GmbH, which, in turn, is the general partner of KNDS Germany GmbH & Co. KG. Both entities are part of the group of one of the shareholders of RENK Group AG. This shareholder is KNDS N.V., having its seat in Amsterdam, Netherlands. At the time of this convocation of the General Meeting, KNDS N.V. holds less than 10% of the shares carrying voting rights.

According to the assessment of the Supervisory Board members representing the shareholders, the nominee is to be considered independent (*unabhängig*) within the meaning of the DCGK.

Mr Dr Scheible will not be proposed for direct election to the Supervisory Board of RENK Group AG, but as a substitute member for the election candidate Mr Florian Hohenwarter.

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Supplementary information on item 9: remuneration system for Management Board members

Under agenda item 9, the Supervisory Board proposes that the remuneration system for the Management Board members of RENK Group AG be approved. In accordance with section 124 para. 2 sentence 3 of the German Stock Corporation Act, the content of the remuneration system is therefore published in full below:

Remuneration system for the members of RENK Group AG's Management Board

A. Basic features of the remuneration system

The remuneration system is geared to RENK Group AG's sustainable and long-term development and significantly contributes to promoting its corporate strategy. In particular, the remuneration aims to gear the Management Board members' remuneration to the Company's long-term development and success and to comply with the statutory requirements for management board remuneration in listed companies pursuant to sections 87 and 87a of the German Stock Corporation Act (*Aktiengesetz – AktG*) and the recommendations of the German Corporate Governance Code (*Deutscher Corporate Governance Kodex – DCGK*) as amended on 28 April 2022 (DCGK). The structure of the remuneration system, in particular the long-term variable (performance-related) remuneration components with a multi-year assessment basis, incentivises the members of the Management Board to pursue and achieve the targets defined in the strategy and thus to ensure a sustainable and long-term increase in the Company's value. The remuneration system is also designed to harmonise the interests of all stakeholders, including the Company's shareholders and employees, with the Management Board members' interests.

Above all, however, the remuneration system is intended to incentivise sustainable corporate governance and value enhancement. Both positive and negative developments are taken into account by means of multi-year assessment bases, adjustment rules for extraordinary events and remuneration reductions. The following guidelines were taken into account by RENK Group AG's Supervisory Board (*Aufsichtsrat*) when preparing the remuneration system:

Figure 1: Remuneration guidelines

Guidelines for the Management Board members' remuneration
The remuneration system as a whole significantly contributes to promoting the business strategy.
The remuneration system and the key performance indicators underlying the variable remuneration promote the Company's sustainable and long-term development.
The remuneration system is designed to harmonise the interests of shareholders, clients, employees and other stakeholders.
The Management Board members' performance is appropriately taken into account using clearly defined and ambitious key performance indicators within the variable remuneration components ("pay for performance").
In the long-term variable remuneration scheme, the Management Board's performance is assessed, for example, in comparison with relevant peer groups. This additional relative performance assessment therefore creates outperformance incentives.
The Supervisory Board will ensure that the Management Board's remuneration system creates ambitious incentives, also taking into account the senior management's remuneration system.
Leading market practice is taken into account when structuring the remuneration system.

B. Procedure for establishing, implementing and reviewing the remuneration system

In accordance with the provisions under German stock corporation law set out in section 87a para. 1 of the German Stock Corporation Act, the Supervisory Board of a listed stock corporation adopts a clear and comprehensible remuneration system for the Management Board. The Supervisory Board develops the remuneration system taking into account the German Stock Corporation Act, the principles, recommendations and suggestions of the DCGK and the guidelines outlined above. The Management Board remuneration system is presented to the General Meeting for approval. The Supervisory Board is supported in this respect by the nomination and remuneration committee (*Personalausschuss*).

The Supervisory Board is authorised to resolve any necessary adjustments to the remuneration system. If necessary, it may also involve external remuneration experts when developing the remuneration system and to assess the remuneration's appropriateness. When appointing these experts, care will be taken to ensure their independence from the Management Board and the Company. The general provisions of the German Stock Corporation Act and the recommendations of the DCGK for dealing with conflicts of interest will be observed in the procedure for establishing and implementing the remuneration system.

Pursuant to section 120a para. 1 of the German Stock Corporation Act, the General Meeting of a listed stock corporation has to pass a resolution on the approval of the remuneration system for the Management Board members presented by the Supervisory Board whenever there is a material change to the remuneration system, but at least every four years. A resolution confirming the remuneration system will be permissible. If the General Meeting does not approve the remuneration system put to the vote, a revised remuneration system will be submitted for resolution no later than at the following Annual General Meeting in accordance with section 120a para. 3 of the German Stock Corporation Act.

The Supervisory Board is responsible for reviewing, establishing and implementing the remuneration system. The recommendations of the DCGK and the rules of procedure (*Geschäftsordnung*) of the Supervisory Board and the nomination and remuneration committee will be followed in this context in order to avoid conflicts of interest. If conflicts of interest arise, the Supervisory Board will be notified and the General Meeting will be informed accordingly. In the event of a conflict of interest, the Supervisory Board member will not participate in the relevant discussions and votes in the Supervisory Board or in the nomination and remuneration committee.

As a general rule, the remuneration system will be explicitly implemented in the relevant Management Board member service agreement to be concluded between RENK Group AG and the member of the Management Board and – on the basis of the Management Board member service agreement – as part of determining the key performance indicators for variable remuneration components and of determining whether the relevant target has been achieved.

Pursuant to section 87 of the German Stock Corporation Act and sections G.3. and G.4. of the DCGK, the Supervisory Board will regularly review the appropriateness of the target total remuneration and the individual remuneration schemes, in particular with regard to market standards. Horizontal comparison and vertical comparison will be carried out for this purpose.

In the (external) horizontal comparison, the target total remuneration in terms of amount and structure of the Management Board members will be compared with the Management Board remuneration of RENK Group AG's relevant peer companies (e.g. companies in a specific index or an individual peer group). When identifying peer companies, the Supervisory Board will take into particular account the company's industry, size, country and economic situation and the individual Management Board members' duties and performance.

In the (internal) vertical comparison, the Supervisory Board will assess whether the level of the Management Board members' remuneration is customary within the Company. In doing so, the Supervisory Board will compare the Management Board members' target total remuneration with the remuneration paid to the senior management and with the average remuneration of employees employed by RENK Group AG in Germany and will also take this into account in the development over time.

If there are significant deviations between the Management Board remuneration and the peer groups, the Supervisory Board will examine the causes. If there are no objective reasons, the Supervisory Board will consider whether to adjust the Management Board remuneration.

C. Determination of the specific target total remuneration

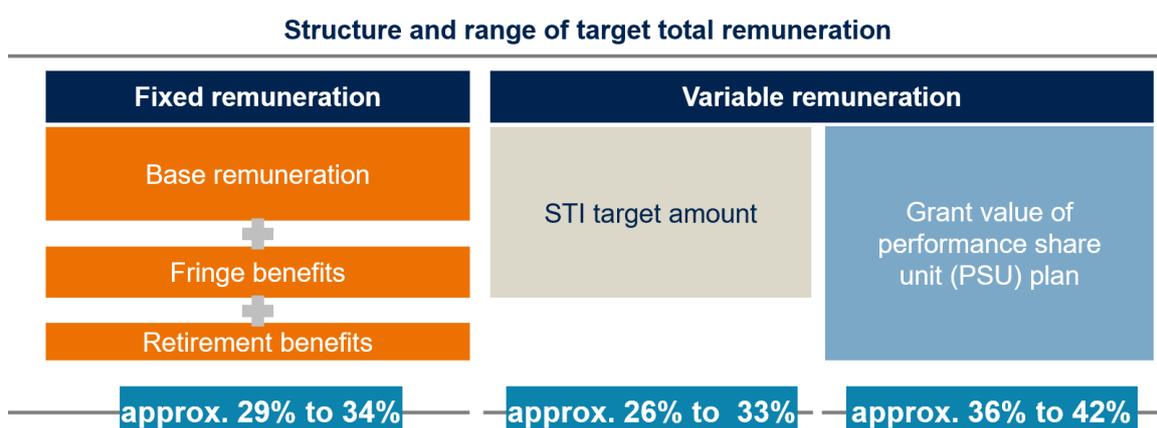
In line with the remuneration system, the Supervisory Board will determine the amount of the target total remuneration and the key performance indicators for all variable remuneration components to be allocated for the upcoming financial year for each member of the Management Board. When structuring the remuneration system and the target total remuneration and when determining the remuneration amounts, the Supervisory Board will take into account the duties and performance of the Management Board members as well as the Company's situation and strategy and the customary level of remuneration and will determine the extent to which individual targets of the individual Management Board members or joint targets for all Management Board members are decisive. The target values or comparative parameters will not be changed retrospectively. The total target remuneration will consist of the sum of all remuneration components, with the short-term variable remuneration ("Short-Term Incentive" or "STI") and the long-term variable remuneration ("Long-Term Incentive" or "LTI") each being based on the STI target amount and the LTI grant value, respectively, for 100% target achievement.

When determining the variable remuneration component, the Supervisory Board will ensure that the amount of the LTI grant value is always higher than the STI target amount.

D. Remuneration components and their relative shares in target total remuneration

As a general rule, the remuneration paid by the Company to the Management Board members will consist of a fixed base remuneration plus fringe benefits and retirement benefits (jointly the fixed remuneration) and variable remuneration schemes, consisting of an STI in the form of a target bonus and an LTI in the form of a virtual performance share unit (PSU) plan (jointly the variable remuneration).

Figure 2: Structure and range of target total remuneration



The target total remuneration for the Management Board members, based on 100% target achievement for the variable remuneration, will consist of approx. 29% to 34% fixed remuneration schemes, which in turn will consist of approx. 19% to 26% base remuneration, approx. 1% fringe benefits and approx. 7% to 11% retirement benefits. The variable remuneration schemes will amount to approx. 66% to 71%, of which approx. 26% to 33% will be attributable to the STI and approx. 36% to 42% will be attributable to the LTI.

E. Total remuneration cap

In addition to the payment caps for the individual variable remuneration schemes, a maximum remuneration in accordance with section 87a para. 1 no. 1 of the German Stock Corporation Act of €6m gross will be set for the chairman or chairwoman of the Management Board and of €4m gross for the other Management Board members. The maximum remuneration will cap the total remuneration (base remuneration, STI, LTI, fringe benefits and retirement benefits) paid to the Management Board members for a financial year, irrespective of the actual payment date. If the remuneration exceeds this maximum amount, the relevant amount of the LTI will be limited so as not to exceed the maximum amount and the amount of the LTI exceeding such maximum amount will be forfeited without replacement.

F. Details of the remuneration components

Figure 3: Overview of the remuneration components

		Remuneration component	Description	
Fixed remuneration		Base remuneration	- base remuneration paid in twelve equal monthly instalments	
		Fringe benefits	- company car, contributions to health and nursing insurance, appropriate reimbursement of travelling expenses, D&O insurance with deductible, among others	
		Retirement benefits	- Defined Contribution retirement benefit plan usually in the amount of 7% to 11% of target total remuneration	
Variable remuneration	STI	Target bonus	Key performance indicators	<p>Usually, up to three key performance indicators are selected, such as:</p> <ul style="list-style-type: none"> - profit-related targets (e.g. adjusted EBIT(DA)) - sales-related targets (e.g. sales) - other financial targets (e.g. net debt) - sustainability targets or other non-financial targets
			Target achievement	0% to 200%
			Cap	200% of target amount
	LTI	Performance share unit (PSU) plan	Performance period	4 years
			Key performance indicators	<p>2024 tranche</p> <ul style="list-style-type: none"> - profit-related targets (e.g. adjusted EPS) - strategic targets (e.g. incoming orders) - sustainability targets <p>from 2025+ tranche, e.g.:</p> <ul style="list-style-type: none"> - relative total shareholder return (rTSR) - capital-efficiency-related targets (e.g. ROCE) - strategic targets (e.g. incoming orders) - sustainability targets
			Target achievement	0% to 200%
			Cap	250% of grant value
Additional components	Maximum remuneration	- chairman or chairwoman of the Management Board: €6m (gross) - full Management Board member: €4m (gross)		
	Malus/clawback	possibility of reducing, deferring or clawing back the variable remuneration		
	Share ownership guideline	- obligation to invest in shares within a period of 4 years - holding requirement: investment in shares in the amount of 2× base remuneration (chairman or chairwoman of the Management Board) 1× base remuneration (full Management Board members) - mandatory holding period: end of service period		
	Benefits in the event of early termination	maximum severance in the amount of remuneration for one year		

1. Annual base remuneration

The members of the Management Board will receive a fixed annual base remuneration in cash, which will be paid in equal monthly instalments (e.g. twelve equal monthly instalments).

The amount of the annual base remuneration will take into account the Management Board member's specific role, duties and responsibility.

2. Fringe benefits

The members of the Management Board will be guaranteed fringe benefits in line with standard market practice. These will include a company car, contributions to health and nursing insurance (*Kranken- und Pflegeversicherung*) and appropriate reimbursement of travelling expenses. If the benefits constitute remuneration subject to tax (*steuerpflichtig*), the taxes will have to be borne by the Management Board member. In addition, D&O insurance with a deductible (*Selbstbehalt*) in accordance with section 93 para. 2 of the German Stock Corporation Act will be taken out for the Management Board members, with the costs of the insurance premiums being borne by the Company.

In addition, new Management Board members may be granted special payments in special situations, for example to compensate for lost payments from their previous service relationships.

3. Retirement benefits

The members of the Management Board will be entitled to a "Defined Contribution" retirement benefit plan from the Company. For Management Board members, this will usually be 16pprox.. 7% to 11% of the target total remuneration.

4. Variable remuneration

In addition to the annual base remuneration, the Management Board members will receive variable remuneration (STI and LTI) geared towards the Company's sustainable development and corresponding to the Company's management logic. Both the STI and the LTI will therefore be based on key performance indicators reflecting the corporate strategy and thus serving as an effective incentivisation tool. In the future, the LTI is to be linked to the development of the Company's share price, among other things, and thus promote the shareholders' interests. The weight of the LTI will be higher than the weight of the STI in the target total remuneration in this context. The key performance indicators of the STI and the LTI will differ in order to avoid double incentivisation.

a) Short-Term Incentive (STI)

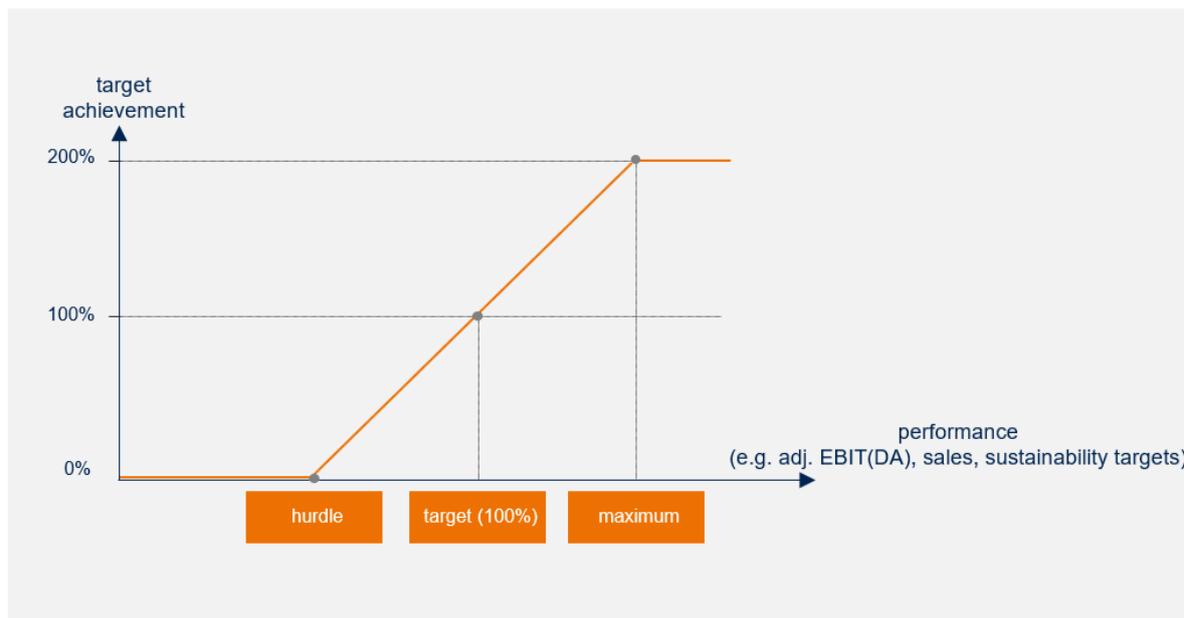
The STI is designed as a target bonus with a one-year performance period and will be allocated annually. Payment of the STI will be based on target achievement of key performance indicators defined before or upon commencement of the performance period and their weighting, which will be determined by the Supervisory Board for each Management Board member. For this purpose, the Supervisory Board will usually determine and weight up to three additively linked key performance indicators. Profit-related, sales-related and/or other financial targets may be used as financial key performance indicators. Furthermore, non-financial targets (e.g. sustainability targets) may be used.

Figure 1: STI overview



Target achievement will be determined between 0% and 200%, with linear interpolation between the anchor points, i.e. between the hurdle and the target and between the target and the maximum. Target achievement of a key performance indicator below the hurdle will result in 0% of the target amount being paid out. At the maximum level of target achievement for a key performance indicator, 200% of the target amount will be paid.

Figure 2: STI target achievement



The financial key performance indicators selected for the STI will reflect RENK Group AG's current management system.

A profit-related indicator (e.g. adjusted EBIT(DA)) will serve as an indicator of the Company's operating performance by measuring profitability at operating level and thus creating the basis for suitable incentive structures. The profit-related indicator may be adjusted for potential special effects such as M&A activities, severance payments and other effects that are not indicative of the performance of operating activities.

A sales-related indicator (e.g. sales) will act as a central key performance indicator for assessing the Company's financial success and strategy. Constant sales growth will be considered an indicator of long-term value creation.

In addition, other financial indicators may be used. For example, net debt which is considered in relation to adjusted EBIT(DA) could be used to assess the Company's financial stability. The non-financial key performance indicators will include quantifiable sustainability targets. The sustainability targets selected by the Supervisory Board will contribute to sustainable business strategy and development.

The focus on financial and non-financial key performance indicators geared towards the Company's commercial success will ensure that the strategy and long-term development are promoted. Payment in cash will be made after the relevant audited and certified annual financial statements have been approved (*Feststellung des geprüften und testierten Jahresabschlusses*).

If an appointment to the Management Board is revoked pursuant to section 84 para. 3 of the German Stock Corporation Act and there is good cause (*wichtiger Grund*) within the meaning of section 626 of the German Civil Code (*Bürgerliches Gesetzbuch – BGB*), the service agreement will also end at the time the revocation of the appointment takes effect (bad leaver). In this case, all claims arising under the STI will be forfeited.

If the service relationship is terminated early without good cause within the meaning of section 626 of the German Civil Code, there will be a claim for pro rata payment under the STI (good leaver). For this purpose, the number of months within the one-year performance period during which the plan participant was employed by RENK Group AG will be divided by the full number of months (12 months). If the Management Board member dies during the term of the service relationship, the relevant STI will be deemed to have vested with immediate effect and with 100% target achievement being assumed and will be paid out pro rata to the surviving dependants.

b) Long-Term Incentive (LTI)

In the future, the LTI is to be structured as a virtual performance share unit (PSU) plan and will be allocated in annual tranches, each having a four-year performance period. Before each tranche begins, the Supervisory Board will determine an LTI grant value in euros for each Management Board member.

The number of virtual shares provisionally allocated will be calculated by dividing the individual grant value by the Company's average share price in the Frankfurt Stock Exchange's Xetra trading system (or a corresponding successor system) on the thirty trading days (volume-weighted closing price in each case) prior to the commencement of each performance period, rounded to two decimal places. A different method will apply to the 2024 tranche. The number of allocated shares will be calculated by dividing the individual grant value by the Company's average share price in the Frankfurt Stock Exchange's Xetra trading system (or a corresponding successor system) on the last thirty trading days (volume-weighted closing price in each case) after the Company's IPO, rounded to two decimal places.

As a long-term variable remuneration scheme, the LTI is intended to create incentives for implementing the Company's strategic objectives and to ensure long-term, sustainable corporate development that is geared towards increasing value creation. The key performance indicators are consistent with the Company's strategy and management logic.

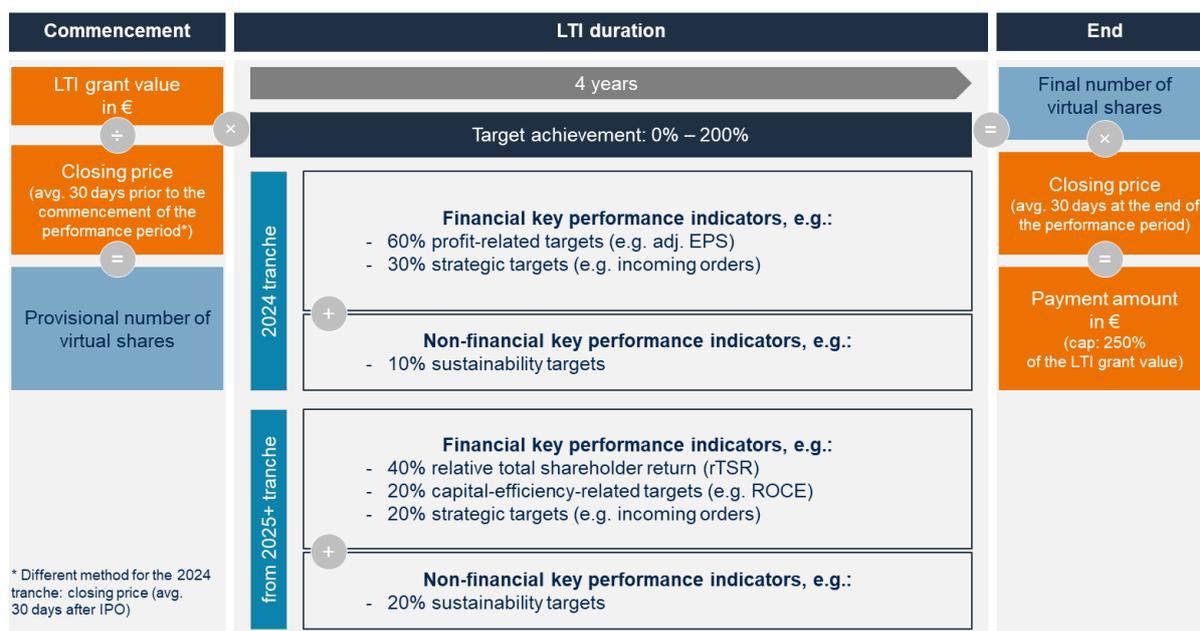
The Supervisory Board will determine the target values of the respective key performance indicators and their weighting prior to or at the commencement of each performance period. The key

performance indicators are additively linked. They are composed, on the one hand, of financial targets that relate, for instance, to relative share performance (“relative total shareholder return” or “rTSR”), profit-related targets (e.g. “adjusted earnings per share” or “adj. EPS”), strategic targets (e.g. incoming orders) and/or capital-efficiency-related targets (e.g. “return on capital employed” or “ROCE”). On the other hand, at least one sustainability target will be defined for each tranche. The key performance indicators of the 2024 tranche will be different from those of subsequent tranches (2025+ tranches).

The 2024 tranche will be composed of the following key performance indicators, e.g.: 60% profit-related target (e.g. adj. EPS), 30% strategic target (e.g. incoming orders) and 10% sustainability targets. Two consecutive targets will be defined for the sustainability target. First, the sustainability milestone of achieving “Corporate Sustainability Reporting Directive (CSRD) Readiness & Compliance” will be targeted for 2024. In the remaining years of the performance period, the relevant factor will be the improvement of the Sustainalytics ESG (Environmental, Social and Governance) rating.

The 2025 tranche and subsequent tranches will potentially be composed of the following key performance indicators, e.g.: 40% rTSR, 20% capital-efficiency-related targets (e.g. ROCE), 20% strategic targets (e.g. incoming orders) and 20% sustainability targets. The sustainability targets may be composed of additional sub-targets.

Figure 3: LTI overview



A profit-related key performance indicator (e.g. adj. EPS) will be an essential indicator of the 2024 tranche. This indicator reflects the earnings per outstanding share adjusted for special effects and creates targeted incentives for increasing operating performance and promoting the long-term development of RENK Group AG. Potential special effects include e.g. M&A activities, severance payments and other effects that are not indicative of the performance of operating activities.

A strategic indicator (e.g. incoming orders) will reflect the business volume, growth potential and customer contracts and provide an indication of the Company’s future performance.

Starting with the 2025+ tranches, it is envisaged to be possible to introduce a relative performance measurement using the relative total shareholder return (plus any gross dividends reinvested during

the four-year performance period). This will create an incentive for RENK Group AG to outperform an appropriate reference index or an individual peer group over the long term. This would serve to further align the interests of the shareholders and the Management Board. Relative outperformance would be measured in percentage points:

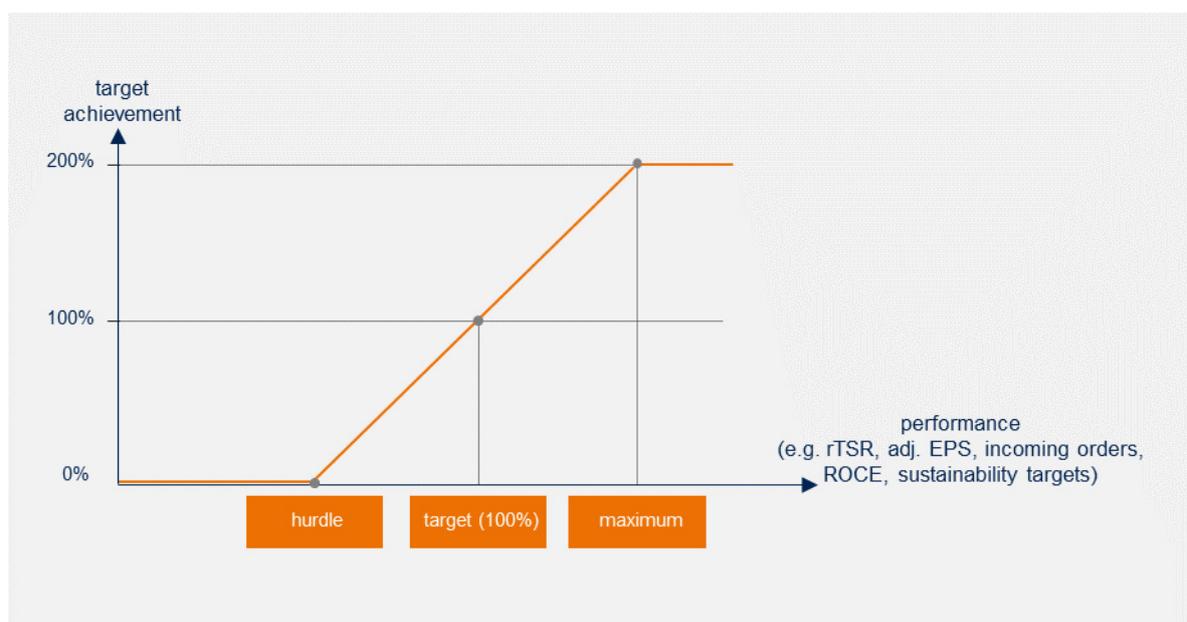
$$\text{TSR (in \%)}_{\text{RENK Group AG}} - \text{TSR (in \%)}_{\text{peer group}} = \text{Outperformance (in percentage points)}$$

A potential capital-efficiency-related indicator (e.g. ROCE) will measure return on capital employed. Its target will be to meet or exceed the returns expected by providers of debt and equity.

Sustainability targets, including milestones in connection with disclosures in the sustainability report (in line with the CSRD guidelines on non-financial reporting) and improving the ESG rating, will be integrated for the first time in the 2024 tranche. This is intended to promote the Company's sustainable development. Quantitatively measurable sustainability targets could be set for the 2025+ tranches. Such a future sustainability target could be further divided into various sub-targets, including environmental targets and social targets.

For each key performance indicator, target achievement will be determined between 0% and 200%, with linear interpolation between the anchor points, i.e. between the hurdle and the target and between the target and the maximum.

Figure 4: LTI target achievement



To determine the final number of virtual shares, the number of virtual shares allocated at the commencement of a tranche is multiplied by the target achievement and the corresponding weighting of the individual key performance indicators. To calculate the payment amount, the final number of the virtual shares is multiplied by the Company's average share price in the Frankfurt Stock Exchange's Xetra trading system (or a corresponding successor system) on the thirty trading days (volume-weighted closing price in each case) prior to the end of each performance period, rounded to two decimal places. The payment amount will be limited to 250% of the LTI's individual grant value (payment cap) and will be made in cash or shares at the Supervisory Board's discretion. The payment will be made after the relevant audited and certified annual financial statements have been approved.

If an appointment to the Management Board is revoked pursuant to section 84 para. 3 of the German Stock Corporation Act and if there is good cause within the meaning of section 626 of the German Civil Code, the service agreement will also end at the time the revocation of the appointment takes effect (bad leaver). In this case, all claims arising under the LTI will be forfeited.

If the service relationship is terminated early without good cause within the meaning of section 626 of the German Civil Code, there will be a claim for pro rata payment under the LTI (good leaver). For this purpose, the number of months within the four-year performance period during which the plan participant was employed by RENK Group AG will be divided by the full number of months (48 months). If the Management Board member dies during the term of the service relationship, all ongoing LTI tranches will be deemed to have vested with immediate effect and with 100% target achievement being assumed and will be paid out pro rata to the surviving dependants.

5. Deferral periods for the payment of the “pre-IPO incentive plan”

There is a deferral period of three years from 1 January 2024 to 31 December 2026 (mandatory holding period) for a variable remuneration scheme that was allocated once in the 2023 financial year and the payment amount of which was determined as at 31 December 2023. If a Management Board member leaves the Company during this mandatory holding period and is identified as a “good leaver”, pro rata payment will be made. In the case of a “bad leaver”, any payment claim will be forfeited.

6. Malus and clawback

The Company implemented malus and clawback provisions in the remuneration system for the Management Board in accordance with section G.11 of the DCGK. In justified cases, the Supervisory Board will be entitled to reduce or defer (malus) the variable short-term and long-term remuneration (STI and LTI) that has not yet been paid or claw back any remuneration already paid (clawback).

Among other things, the violation of the duties of care and the responsibilities of management board members as defined in section 93 of the German Stock Corporation Act, misconduct in connection with compliance violations or the preparation of erroneous annual financial statements will constitute justified cases.

The Supervisory Board may decide to reduce, defer or deny remuneration. In such cases, the specific circumstances of the individual case will be taken into account, and the interests of the Company will be balanced against those of the Management Board member.

G. Remuneration-related legal transactions

1. Term of Management Board member service agreements

The Management Board members of RENK Group AG will be appointed by a resolution of the Supervisory Board, which is also formally responsible for concluding the Management Board member service agreements. If a Management Board member is appointed for the first time, care will be taken to make sure that, as a rule, the term of appointment and the term of the Management Board member service agreements do not exceed three years. If a Management Board member is re-appointed or his Management Board member service agreement is extended, the term of appointment or term of the agreement should, in accordance with the provisions under German

stock corporation law applicable to management board members, not exceed five years. The Management Board member service agreements will be extended for the term of re-appointment.

As a rule, the Management Board member service agreements have a fixed term. Therefore, the agreement cannot be terminated early by way of termination with due notice. This is without prejudice to the right to extraordinary termination pursuant to section 626 of the German Civil Code.

2. Severance payment

If the Company revokes the appointment as a member of the Management Board before the end of the term of the relevant service agreement, the relevant Management Board member will be entitled to a severance payment, unless the agreement was terminated for good cause within the meaning of section 626 of the German Civil Code or the appointment was revoked due to a gross breach of duty pursuant to section 31 of the German Act on Co-determination by Employees (*Mitbestimmungsgesetz – MitbestG*) and section 84 of the German Stock Corporation Act.

The amount of the severance payment is based on the relevant Management Board member's annual base remuneration, STI and LTI. The severance payments relating to the STI and the LTI will each be based on 100% overall target achievement and calculated pro rata temporis from the end of the service relationship until the regular end of the current term of the relevant agreement, but not exceeding one year. The Supervisory Board may choose to agree a post-contractual non-competition obligation with non-competition compensation (*nachvertragliches Wettbewerbsverbot mit Karenzentschädigung*). As a rule, such non-competition compensation amounts to 50% of the payments last received under the agreement and will be paid for the duration of the post-contractual non-competition obligation.

3. Illness and death

In the case of inability to work due to illness, the total remuneration will continue to be paid for a period of 12 months.

If the Management Board member dies during the term of the service relationship, the surviving spouse or the surviving cohabiting dependant or civil partner will receive the monthly instalments of the base remuneration for the month of death and five additional months.

H. Share ownership guideline

The service agreements of the members of the Management Board include a share ownership guideline. Its purpose is to further strengthen and ensure the alignment of interests between the Company's shareholders and the Management Board members. Under the terms of this share ownership guideline, every Management Board member is obligated to have invested in the Company's shares over a period of four years. The amount to be invested is equal to a multiple of the annual base remuneration and is set at 200% of annual gross base remuneration for the chairman or chairwoman of the Management Board and at 100% for the other Management Board members. Any existing shareholdings will be taken into account. The shares acquired under the share ownership guideline must be held in full until the end of the relevant Management Board member's service. The Supervisory Board will review compliance with the share ownership guideline described above at regular intervals.

I. Outside activities

Outside their service to the Company, the Company's Management Board members may only engage in limited outside activities such as serving on management boards and supervisory boards or other administrative activities. The written consent of the Supervisory Board is required if a Management Board member wishes to acquire or maintain equity interests in entities or engage or continue to engage in paid or unpaid outside activities, including serving on supervisory bodies or advisory boards (*Beiräte*).

J. Temporary deviation from the remuneration system

Pursuant to section 87 para. 2 of the German Stock Corporation Act, the Supervisory Board may temporarily deviate from components of the remuneration system if this is necessary in the interest of the Company's long-term well-being. This includes, for instance, adjusting the remuneration system when corporate strategy has changed significantly to ensure appropriate incentivisation or in the event of exceptionally far-reaching changes in the political and/or economic environment (e.g. severe economic crisis).

Deviations are possible with regard to the following components of the remuneration system: the procedure, the rules regarding the structure and amount of remuneration including the relationship of the remuneration components to each other, the maximum remuneration and the individual remuneration components, namely the base remuneration (in particular the amount and payment date), fringe benefits (amount, type and payment date) and the variable remuneration components (in particular the key performance indicators, the provisions governing the determination of payment amounts and the payment dates).

Any temporary deviation from the remuneration system requires an explicit resolution of the Supervisory Board in which the duration of the deviation and the deviation itself are described in specific detail and the reason for such deviation is described in an appropriate form. Where the provisions of the Management Board member service agreement permit for the relevant remuneration provisions to be amended unilaterally, the Supervisory Board will unilaterally implement the deviations deemed necessary; otherwise, the Supervisory Board will endeavour to conclude a suitable contractual arrangement with the Management Board member(s) affected. In the event of a deviation, the specifically affected components of the remuneration system from which there has been a deviation are to be named and the reasons why a deviation was necessary are to be explained in the remuneration report.

K. Entry into force

The remuneration system for the remuneration of Management Board members will become effective subject to approval by the General Meeting. It will be applied to Management Board member service agreements and implemented accordingly in the Management Board member service agreements.

* * * * *

Supplementary information on item 10: remuneration of Supervisory Board members

Under agenda item 10, the Management Board and the Supervisory Board propose that the remuneration of the Supervisory Board members of RENK Group AG pursuant to Article 15 of the Articles of Association, including the underlying remuneration system, be confirmed. In accordance with section 124 para. 2 sentence 3 of the German Stock Corporation Act, a full description of this remuneration system is therefore published below:

Remuneration system for the members of RENK Group AG's Supervisory Board

A. Procedure for establishing, implementing and reviewing the remuneration system

Pursuant to section 113 of the German Stock Corporation Act (*Aktiengesetz – AktG*), the General Meeting of a listed stock corporation has to decide on the remuneration of the Supervisory Board members when proposals for amending the remuneration system are presented, but at least every four years. The General Meeting is authorised to approve the current remuneration system or pass a resolution amending it. In compliance with the responsibilities provided for by law, the Management Board (*Vorstand*) and the Supervisory Board will refer suitable proposed resolutions to the General Meeting.

This enables the two bodies to supervise each other. The General Meeting finally decides on the nature and extent of remuneration.

The Supervisory Board's nomination and remuneration committee (*Personalausschuss*) will regularly review the remuneration system and the specific agreements on remuneration in order to ensure their appropriateness. Independent, external remuneration advisers may also be involved in this review process.

B. Basic features of the remuneration system

The currently applicable provisions on remunerating RENK Group AG's Supervisory Board members are set out in Article 15 of the Company's Articles of Association dated 18 January 2024. The remuneration system complies with the statutory requirements and also takes into account the requirements of the German Corporate Governance Code (*Deutscher Corporate Governance Kodex – DCGK*) as amended on 28 April 2022 (DCGK).

The remuneration of RENK Group AG's Supervisory Board members is balanced overall and reasonably reflects their responsibilities, duties and performance as well as the Company's economic situation. The remuneration practice of other German listed companies of comparable size was also taken into account. Market rate remuneration is a relevant factor in enhancing the attractiveness of a seat on the supervisory board and being able to recruit and retain qualified office holders.

In accordance with recommendation G.18 of the DCGK, the members of RENK Group AG's Supervisory Board will receive fixed remuneration without variable remuneration schemes. Remunerating the Supervisory Board based exclusively on fixed remuneration schemes is an ideal prerequisite for the neutral and objective supervisory and advisory function fulfilled by the Supervisory Board in relation to the Management Board. This independence plays a decisive role in

effectively implementing the business strategy and contributes materially to the Company's sustainable success.

C. Remuneration components



1. Annual fixed remuneration

The members of the Supervisory Board will receive annual fixed remuneration in the amount of €60,000. In line with recommendation G.17 of the DCGK, the higher time expenditure by the chairman and the vice-chairman is to be adequately taken into account when remunerating the Supervisory Board members. For this reason, the Supervisory Board's chairman will receive two times (€120,000), the Supervisory Board's vice-chairman one and a half times (€90,000) the annual fixed remuneration of a full member of the Supervisory Board.

2. Committee work

Members of the Supervisory Board who additionally take on a role with responsibilities in any of the Supervisory Board's committees will receive additional remuneration for it. The members of the Supervisory Board will receive additional remuneration of €10,000 in each case for their work in Supervisory Board committees. The audit committee chairman will receive two and a half times (€25,000) the remuneration of a regular committee member. Chairmen of other committees will receive two times (€20,000) this additional remuneration. The higher time expenditure that comes with membership in a committee will be taken into account by means of the additional committee remuneration in accordance with recommendation G.17 of the DCGK.

The claim for additional remuneration for committee members or chairmen depends on if the relevant body met at least once a year to perform its duties.

3. Attendance fee

The Supervisory Board members will receive an attendance fee in the amount of €500 for attending meetings of the Supervisory Board or the relevant committees.

D. Further provisions

1. Due date

All remuneration components will be paid after the end of each financial year.

2. Joining and leaving during the financial year

Supervisory Board members who serve on the Supervisory Board or hold the office of chairman or vice-chairman of the Supervisory Board for only a part of the financial year will receive corresponding pro rata remuneration. This equally applies to remuneration as a committee member or chairman.

3. Reimbursed expenses

In addition to remuneration in line with their functions, the members of the Supervisory Board will be reimbursed for expenses incurred as a result of them serving on the Supervisory Board and for VAT (if any) payable on their remuneration and expenses.

4. Liability insurance (D&O insurance)

Liability insurance with adequate cover to protect against risks arising from performing their duties as Supervisory Board members (directors & officers liability insurance) will be taken out for the members of the Supervisory Board.

* * * * *

Further information and notes

Form of the General Meeting

Based on Article 20 para. 5 of the Articles of Association, the Management Board decided to hold this year's Annual General Meeting as a virtual General Meeting. The physical presence of shareholders or their proxies (with the exception of the proxies appointed by the Company) at the location of the General Meeting is ruled out.

Requirements for participation and exercising voting rights

Shareholders who register and provide proof of shareholding in a timely manner will be entitled to participate in the virtual General Meeting and exercise their voting rights in accordance with the below provisions and explanations.

Pursuant to Article 17 para. 3 of the Articles of Association, the registration must be submitted in text form (*Textform*) (section 126b of the German Civil Code (*Bürgerliches Gesetzbuch – BGB*)) in German or English.

Pursuant to Article 17 para. 4 sentence 1 of the Article of Association, special proof of shareholding is required for purposes of providing proof of shareholding. Article 17 para. 4 sentence 2 of the Articles of Association stipulates that proof of shareholding in accordance with section 67c para. 3 of the German Stock Corporation Act will be sufficient in all cases. Pursuant to Article 17 para. 4

sentence 3 of the Articles of Association, the proof of shareholding must refer to the close of business of the 22nd day before the General Meeting, i.e. to the close of business on 4 June 2024 (record date). This provision is already in line with the new statutory situation created by Article 17 no. 6 of the German Financing for the Future Act (*Gesetz zur Finanzierung zukunftssichernder Investitionen – ZuFinG*) dated 11 December 2023 having amended the statutory requirements under section 123 para. 4 sentence 2 of the German Stock Corporation Act. According to the legislative history materials on the German Financing for the Future Act, “close of business” means 24.00 hrs (in this case: CEST).

Both the registration and the proof of shareholding must be received by the Company no later than the end of 19 June 2024, 24.00 hrs (CEST) at the following **postal address** or **email address**:

RENK Group AG

c/o ADEUS Aktienregister-Service-GmbH

PO box (*Postfach*) 57 03 64

22772 Hamburg

hv-service.renk@adeus.de

Pursuant to section 123 para. 4 sentence 5 of the German Stock Corporation Act, only those who provided the proof of shareholding described above will be deemed to be shareholders in relation to the Company for the purposes of participating in the General Meeting or exercising their voting right. This means that the right to participate and the scope of voting rights are based solely on the shareholding of the shareholder for which proof has been provided as at the record date. The record date is not associated with any block regarding the saleability of the shares. Sales of shares after the record date have no effect on the right to participate or the scope of voting rights. The same applies if additional shares are purchased after the record date. Anyone who becomes a shareholder after the record date may need to obtain proxy or an authorisation to exercise rights from the previous owner who held the shares on the record date.

The record date is not a relevant date for dividend entitlement.

Access to the online service

The shareholders will receive personalised log-in credentials for the Company’s password-protected online service with their confirmation of registration. The online service will be available no later than 4 July 2024 at the following internet address:

www.renk.com/agm-service

Shareholders and shareholder representatives can use the password-protected online service to follow the video and audio broadcast of the General Meeting and exercise various shareholder rights, including their right to vote (either by means of electronic postal voting or by authorising and instructing the Company’s proxies), their right to ask questions and speak as well as their right to object. Details can be found in the below sections.

During the virtual General Meeting on 26 June 2024, i.e. between the commencement of the General Meeting and its closure by the chairman of the meeting, the shareholders and/or shareholder representatives can connect electronically (*elektronisch zugeschalten*) to the virtual General Meeting within the meaning of section 121 para. 4b sentence 1 of the German Stock Corporation Act.

In order to ensure timely receipt of the log-in credentials, we ask our shareholders to procure that they properly register and properly submit proof of their shareholding as early as possible in their own interests.

Voting procedure

Shareholders may exercise their voting rights as follows:

Voting by postal vote

Shareholders may exercise their voting rights by postal vote, both by means of electronic communication (electronic postal voting) and by using a postal voting form. Voting by postal vote also requires proper registration as well as proper proof of shareholding (see section “Requirements for participation and exercising voting rights”).

The Company offers a **password-protected online service** for electronic postal voting (including the amendment and cancellation of votes cast by postal vote), which will still be available on the day of the virtual General Meeting until the time voting is closed by the chairman of the meeting:

www.renk.com/agm-service

The shareholders will receive the necessary log-in credentials for the online service and further information with their confirmation of registration. In order to ensure timely receipt of the log-in credentials, we ask our shareholders to procure that they register and submit proof of their shareholding as early as possible in their own interests.

In addition, it is possible to cast, amend or cancel postal votes using the postal voting form. The shareholders will receive the postal voting form with their confirmation of registration. It can also be found on the Company's website specified above. The completed form must be received by the Company no later than the end of 25 June 2024, 24.00 hrs (CEST) at the following **postal address** or **email address**:

RENK Group AG

c/o ADEUS Aktienregister-Service-GmbH

PO box 57 03 64

22772 Hamburg

hv-service.renk@adeus.de

Shareholder representatives and/or proxies may also use postal voting.

Voting by proxy

Shareholders also have the option to have their voting rights exercised by a proxy, namely by a proxy who has been appointed by the Company and is bound by instructions, but also, for example, by an intermediary, a shareholders' association or another person designated by the shareholder (who for the purposes of the virtual General Meeting must, however, use electronic postal voting or sub-authorise the proxy appointed by the Company, who is bound by instructions). This type of voting also requires proper registration and proper proof of shareholding (see section “Requirements for participation and exercising voting rights”).

The granting of proxy, any revocation thereof and the proof of authorisation to be provided to the Company require text form. However, this does not apply to any proxy granted to intermediaries, shareholders' associations, proxy advisers or other proxy holders who fall under the provisions of section 135 of the German Stock Corporation Act. Text form is not required in these cases, but the proxy holders may stipulate different rules. In such cases, shareholders are requested to consult the relevant intermediary, shareholders' association, proxy adviser or other person in a timely manner regarding the form and procedure for granting proxy.

The Company offers a **password-protected online service** for granting or revoking proxy, which will still be available on the day of the virtual General Meeting until the time voting is closed by the chairman of the meeting:

www.renk.com/agm-service

The shareholders will receive the necessary log-in credentials for the online service and further information with their confirmation of registration. In order to ensure timely receipt of the log-in credentials, we ask our shareholders to procure that they register and submit proof of their shareholding as early as possible in their own interests.

In addition, the granting or revocation of proxy in text form may be declared to the Company at the following **postal address** or **email address**:

RENK Group AG

c/o ADEUS Aktienregister-Service-GmbH

PO box 57 03 64

22772 Hamburg

hv-service.renk@adeus.de

Alternatively, this may also be declared in text form to the proxy holder. In the latter case, proof of authorisation must be provided to the Company in text form. Such proof may also be sent to the Company at the above **postal address** or **email address**. To facilitate the granting of proxy, the shareholders will receive a form of proxy with their confirmation of registration which can (but does not need to) be used to grant proxy. Please note that, for organisational reasons, timely acknowledgement by the Company can only be guaranteed if the relevant message is received no later than the end of 25 June 2024, 24.00 hrs (CEST).

Proxies of the Company

In addition, the Company offers shareholders the option of having their voting rights exercised by proxies who have been specifically appointed by the Company for such purpose and are bound by instructions. This type of voting also requires proper registration and proper proof of shareholding (see section "Requirements for participation and exercising voting rights").

The proxy granted and instructions issued to the Company's proxies also require text form, as does any revocation thereof or amendment thereto.

The Company also offers the **password-protected online service** for granting proxy or issuing instructions to the Company's proxies or the revocation thereof or amendment thereto, which will still be available on the day of the virtual General Meeting until the start of voting:

www.renk.com/agm-service

The shareholders will receive the necessary log-in credentials for the online service and further information with their confirmation of registration. In order to ensure timely receipt of the log-in credentials, we ask our shareholders to procure that they register and submit proof of their shareholding as early as possible in their own interests.

In addition, it is possible to grant or issue, amend or revoke proxy and instructions to the Company's proxies by using a form. The shareholders will receive the corresponding form with their confirmation of registration. Shareholders can also find this form on the Company's website specified above. The completed form must be received by the Company no later than the end of 25 June 2024, 24.00 hrs (CEST) at the following **postal address** or **email address**:

RENK Group AG

c/o ADEUS Aktienregister-Service-GmbH

PO box 57 03 64

22772 Hamburg

hv-service.renk@adeus.de

The Company's proxies will vote in accordance with the shareholders' instructions. If no instructions are issued, the proxy will be invalid in its entirety. Please note that the proxies will not accept any authorisations or instructions to exercise the right to ask questions, to present motions or to object to resolutions passed by the General Meeting.

Shareholders' rights

With respect to this year's virtual General Meeting, the shareholders and shareholder representatives will have the following rights, among others:

Additions to the agenda

Pursuant to section 122 para. 2 of the German Stock Corporation Act, shareholders may request that additional items be included in the General Meeting's agenda and be published. For this purpose, their shares together, i.e. taken as a whole in the case of several shareholders acting jointly, must reach either 5% of the share capital or the pro rata amount of €500,000.00. The latter is lower in the case of RENK Group AG and corresponds to 500,000 shares. Each new item must be accompanied by reasoning or a draft resolution.

The request has to be addressed in writing to the Management Board and must be received by the Company no later than 26 May 2024, 24.00 hrs (CEST). It may be sent to the following address:

RENK Group AG

Management Board (*Vorstand*)

Gögginger Str. 73

86159 Augsburg

Germany

The requesting parties must prove that they have been holders of the shares for at least 90 days prior to the date of receipt of their request and that they will continue to hold the shares until the Management Board decides on the request.

Unless they are already published in the convocation of the General Meeting, any additions to the agenda that are to be published will be published in the German Federal Gazette (*Bundesanzeiger*) without undue delay (*unverzüglich*) after having been received by the Company, and be forwarded for publication to those media that may be expected to disseminate the information throughout the European Union. In addition, they will be published on the Company's website and communicated to the shareholders in the same way as the convocation of the General Meeting.

Counter-motions and election proposals

The shareholders are entitled to submit counter-motions and election proposals to the Company prior to the General Meeting in accordance with the detailed provisions of section 126 para. 1 or section 127 of the German Stock Corporation Act (as applicable). The Company will make counter-motions and election proposals available on its website, including the shareholder's name, the reasoning (if any), which is not necessary, however, for election proposals, and the position taken by the management (*Stellungnahme der Verwaltung*) (if any). This requires that they are received by the Company no later than 11 June 2024, 24.00 hrs (CEST) at the following **postal address** or **email address**:

RENK Group AG
Gögginger Str. 73
86159 Augsburg
Germany
agm@renk.com

In addition, the other requirements of section 126 of the German Stock Corporation Act or section 127 of the German Stock Corporation Act (as applicable) must be met.

In accordance with section 126 para. 4 sentence 1 of the German Stock Corporation Act, motions or election proposals that must be made available pursuant to section 126 paras. 1 to 3 or section 127 of the German Stock Corporation Act (as applicable) will be deemed to have been presented at the time they are made available. The Company will make it possible that voting rights with respect to these motions or election proposals may be exercised in its password-protected online service (by means of electronic postal voting or by authorising and instructing the Company's proxies) as soon as the shareholders are able to prove that they meet the requirements provided for by law or the Articles of Association for exercising their voting rights, i.e. from the record date (close of business on 4 June 2024). However, this only applies to motions that are not limited to merely rejecting a proposal by the management but are aimed at amending it.

The chairman of the meeting may decide not to deal at the General Meeting with a counter-motion or election proposal so deemed to have been presented if the requesting shareholder has not duly provided proof of shareholding and has not duly registered for the General Meeting.

Submission of statements

Shareholders are entitled to submit statements with respect to the agenda items by means of electronic communication prior to the General Meeting in accordance with the detailed provisions of section 130a paras. 1, 2 and 4 of the German Stock Corporation Act. The Company restricts this right to shareholders who have duly registered for the meeting.

Statements have to be submitted by 20 June 2024, 24.00 hrs (CEST) at the latest, exclusively via the password-protected online service:

www.renk.com/agm-service

The shareholders will receive the necessary log-in credentials for the online service and further information with their confirmation of registration. In order to ensure timely receipt of the log-in credentials, we ask our shareholders to procure that they register and submit proof of their shareholding as early as possible in their own interests.

Statements may only be submitted in text form. A statement may not exceed 10,000 characters (including spaces).

The Company will make any proper statement that has been submitted in due time and form available in the password-protected online service no later than 21 June 2024, 24.00 hrs (CEST) and in the language in which it was submitted (together with any position taken by the management, if applicable). It will only be made available to shareholders who have duly registered for the General Meeting.

Statements will not be made available if a case pursuant to section 130a para. 3 sentence 4 in conjunction with section 126 para. 2 sentence 1 nos. 1, 3 or 6 of the German Stock Corporation Act exists. This would be the case if the Management Board became criminally liable by making the statement available, if the statement contained obviously false or misleading information in material respects or if it contained insults or if the shareholder indicated that he would neither attend the General Meeting nor be represented.

It should be noted that any motions, election proposals, questions or objections to resolutions of the General Meeting contained in a statement will not be taken into account at the General Meeting. They have to be submitted or presented exclusively in the ways described for this purpose in this convocation of the General Meeting and, if applicable, in compliance with the requirements and deadlines described in each case.

Right to speak at the General Meeting

Shareholders connected electronically to the General Meeting will be entitled to request to speak and, after being called upon by the chairman of the meeting, to speak at the meeting by means of video communication. Contributions to the debate may be registered from the General Meeting's beginning via the password-protected online service:

www.renk.com/agm-service

The shareholders' contributions to the debate may also include motions and election proposals pursuant to section 118a para. 1 sentence 2 no. 3 of the German Stock Corporation Act and requests for information pursuant to section 131 para. 1 of the German Stock Corporation Act. The chairman of the meeting will explain the procedure for requesting to speak, for being granted the right to speak and for actually contributing to the debate in more detail at the General Meeting's beginning. If necessary or useful, the technical team will provide a shareholder with further information and instructions on technical implementation after he has requested to speak.

The technical minimum requirement for a live video connection is an internet-enabled terminal with a camera and microphone that can be accessed from the internet browser, and a stable internet connection. It is not necessary to install additional software components or apps on the terminal.

The Company reserves the right to check the functionality of the video communication between the shareholder and the Company during the meeting and before the contribution to the debate and to reject the latter if functionality is not guaranteed.

Pursuant to Article 18 para. 3 of the Articles of Association, the chairman of the general meeting is authorised to impose reasonable time limits on the right to speak and ask questions. In particular, he may, at the beginning or during the course of the General Meeting, reasonably define limitations of speaking time, question time or the combined speaking and question time as well as an appropriate time frame for the entire course of the general meeting, for individual agenda items and for individual speakers; this also includes, in particular, the possibility of closing the list of persons requesting to speak early if necessary and ordering the end of the debate.

Right to present motions at the General Meeting

In addition, shareholders connected electronically to the General Meeting may present motions and election proposals at the General Meeting by means of video communication to the extent permitted (without prior transmission being required of the motion or election proposal pursuant to sections 126 and 127 of the German Stock Corporation Act). For this purpose, the shareholder is required to register via the password-protected online service for a contribution to the debate during which he may then present his motion or election proposal. A more detailed explanation of the procedure provided for this, the legal and technical requirements and the authorisation of the chairman of the meeting to reasonably restrict the right to ask questions and speak can be found in the section “Right to speak at the General Meeting” above.

Right to request information at the General Meeting

Pursuant to section 131 para. 1 sentence 1 of the German Stock Corporation Act, the Management Board has to provide information on the Company's matters to any shareholder requesting it at the General Meeting, to the extent that such information is necessary for properly assessing the agenda item. The duty to provide information also extends to the Company's legal and business relationships with any affiliate (section 131 para. 1 sentence 2 of the German Stock Corporation Act). The duty of a parent's Management Board to provide information at the General Meeting at which the consolidated financial statements and the group management report are presented also extends to the situation of the Group and the entities included in the consolidated financial statements (section 131 para. 1 sentence 4 of the German Stock Corporation Act).

For this year's virtual General Meeting, it is intended that shareholders will present their requests for information, i.e. their questions to the Company including any queries or follow-up questions, in accordance with section 118a para. 1 sentence 2 no. 4 of the German Stock Corporation Act by means of electronic communication during the virtual General Meeting. It is expected that the chairman of the meeting will order that all types of the right to request information pursuant to section 131 of the German Stock Corporation Act may only be exercised at the General Meeting by means of video communication via the online service (section 131 para. 1f of the German Stock Corporation Act). In this case, it will be necessary for a shareholder to be connected electronically to the General Meeting via the password-protected online service and to register for a contribution to the debate during which he may then ask his questions. A more detailed explanation of the procedure provided for this, the legal and technical requirements and the authorisation of the chairman of the meeting to reasonably restrict the right to ask questions and speak can be found in the section “Right to speak at the General Meeting” above.

It is not intended that questions be submitted in advance of this year's General Meeting in accordance with the detailed provisions of section 131 paras. 1a to 1e of the German Stock Corporation Act.

The Management Board may refuse to provide the information for the reasons set out in section 131 para. 3 of the German Stock Corporation Act, e.g. if, according to sound business judgement, providing such information is able to cause significant harm to the Company or an affiliate, if providing such information causes the Management Board to become criminally liable or if the information has been continuously available on the Company's website for at least seven days before the beginning of and during the General Meeting.

If a shareholder is denied information, he may request that his question and the reason for which the information was denied be included in the minutes of the General Meeting (section 131 para. 5 sentence 1 of the German Stock Corporation Act). It will be ensured that every shareholder connected electronically to the virtual General Meeting will be able to submit such a request to the Company by means of electronic communication, i.e. via the password-protected online service.

Right to object at the General Meeting

Shareholders connected electronically to the General Meeting will be entitled to object to a resolution of the General Meeting by means of electronic communication (section 118a para. 1 sentence 2 no. 8 of the German Stock Corporation Act). Such objection may be declared via the password-protected online service:

www.renk.com/agm-service

It will thus reach the notary instructed to prepare the minutes of the General Meeting. It will be possible to submit an objection from the commencement of the General Meeting until its closure by the chairman of the meeting.

Further explanations

Further explanations of the shareholders' rights, in particular information on further requirements for exercising these rights that go beyond compliance with the relevant deadlines, can be found at the following internet address:

www.renk.com/agm

Broadcast of the General Meeting

The entire General Meeting will be broadcast live in audio and video format via the password-protected online service to shareholders who have duly registered and provided proof of their shareholding, and their proxies:

www.renk.com/agm-service

The General Meeting will be broadcast from:

Augsburg Trade Fair (*Messe Augsburg*)

Hall 1 (Schwabenhalle)

Am Messezentrum 5

86159 Augsburg

In addition to the chairman of the meeting and the Management Board members, the notary instructed to prepare the minutes of the General Meeting and the proxies appointed by the Company will also be present there. It is intended that the Supervisory Board members will also attend the General Meeting on the premises.

In addition, extracts from the General Meeting, namely from its commencement by the chairman of the meeting until the end of the Management Board's speech, will also be broadcast publicly via the Company's website.

Website (section 124a of the German Stock Corporation Act)

The content of the convocation of the General Meeting, an explanation of why it is not intended to pass a resolution on agenda item 1, the total number of shares and voting rights at the time of the convocation of the General Meeting, postal voting forms and forms of proxy and any other relevant documents and information within the meaning of section 124a of the German Stock Corporation Act are available via the Company's website:

www.renk.com/agm

Information on the votes in accordance with Table 3 of Commission Implementing Regulation (EU) 2018/1212

No proposed resolution is presented under agenda item 1 and therefore no vote is intended (see the relevant section for an explanation). Under agenda items 2 to 8 and 10, the votes on the published proposed resolutions and election proposals will be binding votes. Under agenda item 9, the vote on the published proposed resolution will be an advisory vote. The shareholders may vote "yes" (in favour) or "no" (against) in all votes or abstain from voting (abstention), i.e. not participate in the vote.

Total number of shares and voting rights

At the time of the convocation of the General Meeting, the share capital of RENK Group AG is represented by 100,000,000 no-par-value shares, each of which grants one vote. The total number of voting rights therefore also amounts to 100,000,000 at this time.

Data protection notice

The Company will process the shareholders' and shareholder representatives' personal data in order to prepare and hold its virtual General Meeting. Such data includes, in particular, the name, place of residence or address, the e-mail address (if any), the respective shareholding, the number of the confirmation of registration, any proxies granted and the exercise of voting rights. Depending on the situation, other personal data may also be affected, for example if shareholders or shareholder representatives submit motions, election proposals or statements, request to contribute to the debate at the General Meeting or submit an objection.

Controller, purpose and legal basis

The Company is the controller for data processing. The purpose of data processing is to enable the shareholders and shareholder representatives to attend the virtual General Meeting and to exercise their rights before and during the virtual General Meeting. The legal basis for data processing is Article 6(1)(c) and, if applicable, also (f) of GDPR.

Recipients

The Company commissions various service providers and advisers with respect to its virtual General Meeting. These will only receive such personal data from the Company that is required to fulfil their respective orders. The service providers and advisers will process such data exclusively in accordance with the Company's instructions. Furthermore, personal data will be made available to the shareholders and shareholder representatives in accordance with the statutory provisions, in particular via the list of attendees.

Duration of storage

Personal data will be stored for as long as this is required by law or the Company has a legitimate interest in storing it, for example in the event of judicial or extrajudicial disputes arising from the virtual General Meeting. Thereafter, the personal data will be deleted.

Rights of data subjects

Under certain legal conditions, you have a right of access, right of rectification, right of restriction, right to object and right of erasure with regard to your personal data or its processing and a right to data portability in accordance with Chapter III of GDPR. You also have the right to lodge a complaint with the data protection supervisory authorities in accordance with Article 77 of GDPR.

Contact details

The Company's contact details are as follows:

RENK Group AG
Gögginger Str. 73
86159 Augsburg
Germany

Our data protection officer is available at:

Data protection officer (*Datenschutzbeauftragter*) of RENK Group AG
Gögginger Straße 73
86159 Augsburg
Germany
Email: datenschutz@renk.com
Telephone: +49 821 5700 0

Augsburg, May 2024

RENK Group AG

The Management Board



Trusted Partner.

RENK Group AG

Gögginger Straße 73

86159 Augsburg

T +49 821 5700-0

F +49 821 5700-460

www.renk.com