

Note on the tabular presentation of Executive Board compensation in the 2022 Compensation Report

May 17, 2023

The following statements serve to clarify the presentation of Executive Board compensation in the 2022 Compensation Report. They refer exclusively to the form of presentation. For the sake of completeness, we wish to point out that the statements on the 2022 Compensation Report are correct both legally and in terms of content with regard to the figures and disclosures presented.

Pursuant to § 162 of the German Stock Corporation Act (AktG), new stipulations for drafting the Compensation Report came into force with effect from January 1, 2020. However, these new stipulations were only to be applied for the first time to financial years starting after December 31, 2020.

No "best practice" had yet been established for the year of initial adoption, i.e. the 2021 Compensation Report. Set against this background, MLP had specifically decided to aim for comparability with the previous year's document, i.e. the 2020 Compensation Report, wherever possible.

In the 2021 Compensation Report, we therefore disclosed the granted compensation (actually paid out in the reporting year) and the owed compensation (legally due but not yet paid out in the reporting year) in two separate tables.

Following a peer group comparison in 2022, we have opted for only using just one table in the 2022 Compensation Report.

With this new method of presentation, the breakdown into granted and owed compensation has been omitted. The variable compensation for activities performed in the reporting year is considered to have been granted in that same year, since the underlying activity was performed in full during the reporting year – even if the actual payment is not made until after the end of the reporting year.

However, since the previous year's figures have been taken over unchanged from the 2021 Compensation Report, they offer only limited comparability. If we were to apply the new form of presentation to the previous year's figures, these would also be significantly higher than the actual figures disclosed. In fact, Executive Board compensation in the financial year 2022 declined by 10.3 % over the previous year. This decline can be attributed to the lower earnings (EBIT) recorded in the reporting year.