

Compensation report for the financial year 2025 pursuant to §162 of the German Stock Corporation Act (AktG)

I. Introduction

The compensation report sets out the principles and organisation of compensation for the Executive Board and Supervisory Board at MLP SE. It contains the compensation granted and owed to current and former members of the Executive Board and Supervisory Board in the financial year 2025. The compensation report was prepared jointly by the Executive Board and Supervisory Board in accordance with § 162 of the German Stock Corporation Act (AktG). It also takes into account the recommendations and suggestions of the German Corporate Governance Code (GCGC) in the version dated April 28, 2022.

The compensation report was audited by KPMG AG Wirtschaftsprüfungsgesellschaft in accordance with the requirements of § 162 (3) of the German Stock Corporation Act (AktG).

II. Review of the financial year 2025

Business development

In the financial year 2025, the MLP Group set new record levels in terms of total and sales revenue. Overall, the MLP Group can reflect on a solid business performance, despite operating in a volatile environment in terms of both the overall economy and the industry and competitive situation, including regulatory conditions. Total revenue, comprising sales revenue and other revenue, increased to €1,079.6 million (€1,066.7 million) thanks to good operating performance, while sales revenue reached €1,046.9 million (€1,037.5 million). Commission expenses increased slightly to €504.8 million (€474.9 million). Interest expenses fell significantly to €20.8 million (€30.2 million). This drop can essentially be attributed to the lower interest rate level, which was significantly influenced by the reduction of the deposit facility rate by the European Central Bank. Real estate development expenses decreased significantly to €1.0 million (€5.1 million). This was due to reduced construction and sales activities at Group company Deutschland.Immobilien. Interest expenses and real estate development expenses therefore tended to develop in line with the corresponding revenue items. Despite stable commission income, commission expenses rose slightly. Although significantly lower performance-based compensation was incurred compared to the previous year, this was offset by higher additional revenue from wealth management. These additional sources of revenue have a less significant impact on earnings than performance-based compensation, which explains the opposing trends in the revenue and expense items. With an increase of 2.4%, administration costs (defined as the sum of personnel expenses, depreciation/amortisation and impairment, as well as other operating expenses) remained at the same level as the previous year. EBIT (earnings before interest and taxes) declined slightly to €87.9 million (€95.0 million). This includes a goodwill impairment within the Deutschland.Immobilien segment of €9.2 million, which we recognised at Group company Deutschland.Immobilien based on the business focussing announced on November 7, 2025 and the subsequent revaluation of the real estate business. Without this one-off effect, the MLP Group's EBIT would have come in at €97.1 million, therefore exceeding the previous year's figure.

Changes in the composition of the Executive Board and the Supervisory Board

The Executive Board at MLP SE has comprised four members since December 1, 2025. The members of the Executive Board are Dr. Uwe Schroeder-Wildberg (Chief Executive Officer), Reinhard Loose, Jan Berg and Angelika Zinkgräf.

Manfred Bauer, a longstanding member of the Executive Board at MLP SE with responsibility for Products and Services, has decided that he will no longer be seeking to extend his contract after it expires on April 30, 2025, for reasons of age. In the course of appointing a successor to the Executive Board, an additional Executive Board mandate was created and the mandate previously held by Manfred Bauer was changed.

Jan Berg, who currently holds the position of Spokesman of the Executive Board at MLP Finanzberatung SE, was appointed to the Executive Board of MLP SE on May 1, 2025 in addition to his current role. He is responsible for the Products mandate at MLP SE.

Angelika Zinkgräf, previously Head of Human Resources at MLP SE, took over responsibility for the new Executive Board mandate of Human Resources with effect from December 1, 2025.

There were no changes to the composition of the Supervisory Board in the 2025 reporting year.

Compensation report 2024

The compensation report for the financial year 2024 was submitted to the Annual General Meeting 2025 for approval in accordance with the requirements of § 120a of the German Stock Corporation Act (AktG) and approved with an approval rate of 96.18%. The compensation report 2024 is available via the following link:

<https://mlp-se.com/investors/corporate-governance/compensation-report-and-the-auditors-report/>

The Executive Board and Supervisory Board endeavour to constantly review the transparency and clarity of compensation reporting and make any improvements deemed necessary. No adjustments have been made in this regard compared to the compensation report for 2024.

III. Pay system

On March 26, 2025, the Supervisory Board approved the compensation system for the Executive Board at MLP SE in accordance with § 87a of the German Stock Corporation Act (AktG). This compensation system was approved by the Annual General Meeting of MLP SE on June 25, 2025 in accordance with § 120a of the German Stock Corporation Act (AktG). It can be called up on the homepage of MLP SE via the following link:

<https://mlp-se.com/investors/corporate-governance/compensation-system-for-the-executive-board-and-supervisory-board/>

The Supervisory Board constantly reviews and refines the existing compensation system on the basis of ongoing dialogue with investors and taking into account current market practices. The compensation system initially approved by the Annual General Meeting 2021 was extended to include a sustainability component in December 2022 and then resubmitted to the Annual General Meeting 2023 for approval. The compensation system was revised again in the financial year 2025. In particular, the stipulation that Executive Board service contracts had to contain a so-called change of control clause was revoked. The revised compensation system was submitted to the Annual General Meeting 2025 for approval (approval rate: 79.17%).

IV. Principles of Executive Board compensation

The members of the Executive Board receive a fixed basic salary, a variable compensation component, occupational pension scheme benefits and standard market perks. The level of the individual components for the financial years 2024 and 2025 can be seen in the table under V., 1).

1) Objectives

MLP SE is the superordinated undertaking of the MLP Financial Holding Group and is therefore subject to special regulatory requirements. These result in particular from the German Banking Act (KWG) and the Ordinance on the Supervisory Requirements for Institutions' Pay Systems (InstitutsVergV). The Executive Board compensation satisfies these special requirements.

In particular, these include the following stipulations:

- As a general rule, the variable compensation must no longer exceed 100% of the fixed compensation. With the approval of the Annual General Meeting, however, this upper

limit can be increased to 200%. Approval to this effect was granted by the Annual General Meeting 2014 and again by the Annual General Meeting 2025;

- Variable compensation should have a multi-year assessment basis; the Executive Board or Supervisory Board should agree a cap for extraordinary developments;
- Incentives that encourage employees to take disproportionately high risks should be avoided;
- The compensation systems must not be contrary to the monitoring function of the control units or of the member of the Executive Board responsible for risk management;
- Consumer rights and interests must be taken into account; in particular, quantitative compensation parameters must not be used exclusively insofar as consumer interests are directly impacted;
- The compensation system must be gender-neutral, so that any pay discrimination on the grounds of gender for equal or equivalent work is ruled out.

Alongside complying with regulatory requirements, MLP SE's Executive Board compensation aims to ensure long-term growth. The variable compensation is designed in such a way that it promotes profitable management and supports holistic thinking on the Executive Board. Integration of sustainability goals helps secure overall social responsibility. MLP also considers it important to ensure that the compensation system is simple and easy to understand. No added value is seen in following short-term market trends. Instead, MLP believes that the stable, longstanding compensation model has proven its worth.

2) Basic salary

The basic salary is regulated in the respective Executive Board service contract and is paid monthly.

3) Variable compensation

The variable compensation is divided into an immediate payment and a deferred payment.

Base amount

The base amount for the variable compensation is calculated by multiplying the assessment basis by a bonus rate:

$$\text{Base amount} = \text{assessment basis} \times \text{bonus rate}$$

If the Executive Board service contract starts or ends in the course of the financial year, the base amount is reduced pro rata temporis.

Assessment basis

The variable compensation assessment is always based on the EBIT of the MLP Group in accordance with the following provisions:

- The key figure is therefore Group EBIT that would result without deduction of profit-related payments.
- Insofar as continuing operations and discontinued operations were to be recognised in the financial year, the basis of assessment is formed by the total of the EBIT of operations to be continued and discontinued, respectively.
- No costs or income directly related to the discontinuation/sale of business segments are included here.

- The calculation is performed on the basis of the income statement of the MLP Group in accordance with the international accounting standards (IFRS) applied in the MLP Group.

Bonus rate

The relevant bonus rate is set out in the Executive Board service contract of the respective Executive Board member and can be found in the following table:

Member of the Executive Board	Contractually agreed bonus rate (percentage)
Dr Uwe Schroeder-Wildberg	1.2%
Manfred Bauer*	0.8%
Jan Berg**	0.5%
Reinhard Loose	0.8%
Angelika Zinkgräf***	0.4%

* until April 30, 2025

** from May 1, 2025

*** from December 1, 2025

The difference in the profit-sharing payment rates of Executive Board members Jan Berg and Angelika Zinkgräf, who were newly appointed to the Executive Board at MLP SE in the financial year 2025, is due to their different prior experience. Jan Berg has been a member of the Executive Board at MLP Finanzberatung SE since January 1, 2020 and Spokesman of the Executive Board since January 1, 2022, while Angelika Zinkgräf is taking on her first ever position on an Executive Board at a company.

Immediate payment

The immediate payment is 45% of the base amount. The calculated immediate payment is subject to adjustment rights of the Supervisory Board. Taking into account any adjustment rights exercised (see below), the immediate payment will be made after submission of the company's approved financial statements.

Deferred payment

The deferred payment is 55% of the base amount. However, in order to ensure long-term development, the EBIT of the financial year for which the variable compensation is paid (base year) is not used to calculate the deferred payment, but rather the average EBIT of the three years following the base year (updated base amount). The deferred payment is calculated on the basis of the updated base amount and is then subject to the Supervisory Board's right of adjustment.

Taking into account any adjustment rights exercised (see below), the deferred payment is paid out in the fourth year after the base year. Payment in the fourth year after the end of the financial year instead of the recommendation G.10 of the GCGC ("after four years") is considered appropriate in view of MLP's business orientation and has proven itself in the past from MLP's perspective. There is therefore no reason to deviate from this practice.

Calculation example 1)

Year 1 (base year)	EBIT = €80 million
Year 2	EBIT = €86 million
Year 3	EBIT = €90 million
Year 4	EBIT = €100 million
Bonus rate (percentage)	1.0%

The immediate payment for the base year is paid in year 2 and is €360 thsd (base amount = €80 million x 1.0%, of which 45% = €360 thsd).

The deferred payment for the base year is paid in year 5 and is €506 thsd (updated base amount = €92 million [(86+90+100):3] x 1.0%, of which 55% = €506 thsd).

Calculation example 2)

Year 1 (base year)	EBIT = €80 million
Year 2	EBIT = €86 million
Year 3	EBIT = €70 million
Year 4	EBIT = €60 million
Bonus rate (percentage)	1.0%

The immediate payment for the base year is paid in year 2 and is €360 thsd (base amount = €80 million x 1.0%, of which 45% = €360 thsd).

The deferred payment for the base year is paid in year 5 and is €396 thsd (updated base amount = €72 million [(86+70+60):3] x 1.0%, of which 55% = €396 thsd).



Adjustment rights of the Supervisory Board

The Executive Board service contract grants the Supervisory Board two adjustment rights with regard to variable compensation. These can be exercised independently of one another.

- Exceptional circumstances

The Supervisory Board may reduce or increase the immediate payment by up to 30% and the deferred payment by up to 10%. This adjustment is made at the reasonable discretion of the Supervisory Board based on the assessment of the individual performance of the Executive Board member or due to extraordinary developments. The right of adjustment serves to take account of exceptional situations.

- Sustainability goals

The Supervisory Board sets the Executive Board sustainability goals for each financial year. Depending on the degree of goal achievement and exercising reasonable judgement, the calculated immediate payment is then reduced by up to 20% or increased by up to 10%.

4) Occupational pension provision

The CEO, Dr Uwe Schroeder-Wildberg, also has an individual occupational benefit plan entitlement. An old-age pension is paid upon reaching the age of 62, as well as an occupational disability pension and a surviving dependants' pension. The benefit entitlement for the old-age pension is contractually agreed. The occupational disability pension is 60% of the pensionable salary, while the widow's pension is 60% of the contractually agreed retirement or occupational disability pension. The level of orphan's benefit payable per eligible child is calculated on a case-by-case basis. The total of the widow's pension and orphan's benefit of all entitled persons together must not exceed 100% of the old-age pension.

The ordinary members of the Executive Board receive employer-financed, defined contribution benefits in an occupational pension scheme. Fixed contributions are made to the relief fund for this purpose.

The current service cost for Dr. Schroeder-Wildberg, as well as the premiums paid into the corresponding pension scheme for the ordinary members of the Executive Board, can be found in the compensation table (Item V., 1) - "Old-age provision").

5) Benefits

As per the compensation system, the members of the Executive Board are entitled to unlimited use of a company car and other customary benefits (such as a company mobile phone also for private use, group accident insurance).

6) Other contractual components with compensation relevance

To comply with the relevant regulatory requirements, the service contracts of all Executive Board members include the following provisions:

- In the event of negative performance or misconduct on the part of the Executive Board member in question in the sense of § 5 of the Ordinance on the Supervisory Requirements for Institutions' Pay Systems (InstitutsVergV), the Supervisory Board is entitled to reduce the benefits to which said member is entitled at its discretion when said member resigns from his or her position voluntarily.
- The members of the Executive Board undertake not to engage in any personal hedging or other countermeasures as a way of limiting or even eliminating the risk-orientation of compensation.

7) Upper limit (cap)

Executive Board compensation is subject to statutory and contractual caps. The following caps must be observed individually:

- The total compensation of the Chair of the Executive Board may not exceed €2.7 million and the total compensation of the other members of the Executive Board may not exceed €1.8 million each.
- Pursuant to § 25a (5) of the German Banking Act (KWG), the variable compensation component must not exceed 200% of the fixed compensation component. An AGM resolution that proposes increasing the variable compensation cap from 100% to 200%

of the fixed compensation component, and thereby deviates from § 25a (5) Sentence 2 of the German Banking Act (KWG), has been submitted.

8) Compensation comparison

When determining and reviewing the compensation of the Executive Board or a member of the Executive Board, the Supervisory Board takes into account the ratio relative to average pay of the senior management level within the MLP Group, as well as the ratio relative to average pay among the remaining workforce. This applies both to the average compensation within a year and to the development of compensation over multiple years. Attention is paid to ensure that the compensation of Executive Board members is at an appropriate ratio relative to the compensation of the workforce.

In addition to this, a horizontal comparison is performed. The benchmark companies are selected in accordance with the stipulations in the pay system. For the financial year 2025, the comparison group comprised the following companies:

Aareal Bank AG, Allianz Lebensversicherungs AG, B. Metzler seel. Sohn & Co. Holding AG, Deutsche Beteiligungs AG, Deutsche Pfandbriefbank AG, DWS Group GmbH & Co. KGaA, GRENKE AG, Hauck Aufhäuser Lampe Privatbank AG, Hypoport SE, INDUS Holding AG, Nürnberger Beteiligungs AG, Oldenburgische Landesbank AG, OVB Holding AG, Teambank AG und Union Asset Management Holding AG.

V. **Disclosures on fulfilment of the requirements of § 162 of the German Stock Corporation Act (AktG)**

1) Fixed and variable portions of compensation

The following tables show the compensation both granted and owed to active members of the Executive Board in the financial years 2025 pursuant to § 162 (1) Sentence 1 of the German Stock Corporation Act (AktG).

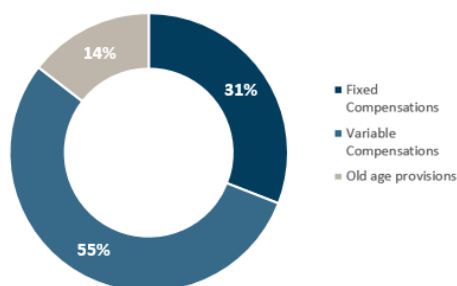
The one-year variable compensation (immediate payment) for activities in the reporting year is considered to be compensation granted in the reporting year, even if payment is not made until after the end of the reporting year, since the underlying activity was fully performed in the reporting year. The same applies to the multi-year variable compensation (deferred payment).

	Dr Uwe Schroeder-Wildberg				Manfred Bauer (until April 30, 2025)			
All figures in €'000	2024 Absolute figure	2024 Percentage of total compensation	2025 Absolute figure	2025 Percentage of total compensation	2024 Absolute figure	2024 Percentage of total compensation	2025 Absolute figure	2025 Percentage of total compensation
Fixed compensation	625	28.37%	625	30.16%	360	26.45%	120	17.07%
Benefits incl. company car	18	0.82%	16	0.77%	12	0.88%	5	0.71%
Total	643	29.19%	641	30.94%	372	27.33%	125	17.78%
One-year variable compensation	648	29.41%	508	24.52%	432	31.74%	113	16.07%
Multi-year variable compensation	610	27.69%	622	30.02%	407	29.90%	415	59.03%
Total compensation (as per §162 of the German Stock Corporation Act (AktG))	1,901	86%	1,771	85%	1,211	89%	653	93%
Old-age provision	302	13.71%	301	14.53%	150	11.02%	50	7.11%
Total compensation (incl. old-age provision)	2,203	100%	2,072	100%	1,361	100%	703	100%

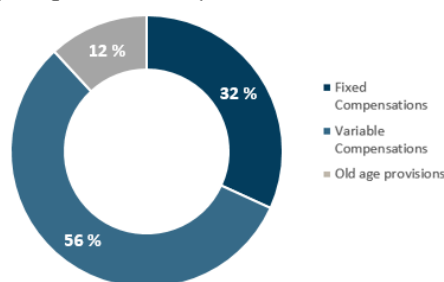
	Reinhard Loose				Jan Berg (from May 01, 2025)			
All figures in €'000	2024 Absolute figure	2024 Percentage of total compensation	2025 Absolute figure	2025 Percentage of total compensation	2024 Absolute figure	2024 Percentage of total compensation	2025 Absolute figure	2025 Percentage of total compensation
Fixed compensation	397	28.40%	400	30.37%			240	49.90%
Benefits incl. company car	12	0.86%	13	0.99%			7	1.46%
Total	409	29.26%	413	31.36%			247	51.35%
One-year variable compensation	432	30.90%	339	25.74%			141	29.31%
Multi-year variable compensation	407	29.11%	415	31.51%			0	0.00%
Total compensation (as per §162 of the German Stock Corporation Act (AktG))	1,248	89%	1,167	89%			388	81%
Old-age provision	150	10.73%	150	11.39%			93	19.33%
Total compensation (incl. old-age provision)	1,398	100%	1,317	100%			481	100%

	Angelika Zinkgräf (from Dec. 01, 2025)			
All figures in €'000	2024 Absolute figure	2024 Percentage of total compensation	2025 Absolute figure	2025 Percentage of total compensation
Fixed compensation			25	49.02%
Benefits incl. company car			2	3.92%
Total			27	52.94%
One-year variable compensation			14	27.45%
Multi-year variable compensation			0	0.00%
Total compensation (as per §162 of the German Stock Corporation Act (AktG))			41	80%
Old-age provision			10	19.61%
Total compensation (incl. old-age provision)			51	100%

**Compensation components
of the Chair of the Executive Board in %**



**Compensation components
of the members of the Executive Board in %
(average consideration)**



2) Portions of compensation correspond with the pay system

All compensation components granted correspond to the compensation system for the Executive Board at MLP SE adopted by the Supervisory Board and approved most recently by the Annual General Meeting of MLP SE on June 25, 2025.

3) Promotion of long-term development

The key strategic objective is to bring about profitable and long-term growth. The long-term development of the company should be the primary focus and, where necessary, take priority over short-term success. One of the most important prerequisites for ensuring this prioritisation is continuity in the composition of the Executive Board. Executive Board compensation appropriate to the size, sector, and economic situation of the company ensures profits and, in particular, long-term retention of suitable executive personalities.

Executive Board compensation generally comprises fixed and variable components. The level of the fixed compensation components is calculated in such a way that there is no significant dependency on the variable compensation components. The target amount and assessment basis for the variable compensation components are set in such a way as to encourage seizing of opportunities, while at the same time preventing the taking of disproportionate risks. Furthermore, the predominant portion of the variable compensation is structured to stretch over several years.

4) Application of performance criteria (including sustainability goals)

The variable compensation is based on the EBIT of the MLP Group and is subject to certain adjustment rights, as described in section IV. 3).

Right of adjustment due to exceptional circumstances

The performance of the individual Executive Board members can be taken into account via the adjustment right provided for in the Executive Board service contract. However, the Supervisory Board did not see any reason to exercise this right of adjustment for the financial year 2025. The individual performance of all Executive Board members was in line with the high expectations placed on them. The Supervisory Board also saw no reason to adjust the variable compensation of the Executive Board members due to extraordinary external factors (extraordinary development).

Adjustment right based on the sustainability goals

The immediate payment of variable compensation is adjusted depending on the achievement of the sustainability goals set for the financial year in question.

The goals "CO₂ emissions per employee" and "Women in leadership" were set for the financial year 2025. The target values can be found in the following table:

Goal	0% goal achievement	100% goal achievement	150% goal achievement	Weighting of goals
CO ₂ emissions	2.43 tCO ₂ /HC	2.03 tCO ₂ /HC	1.82 tCO ₂ /HC	50%
Women in leadership	32.08%	33.77%	34.62%	50%

The actual values achieved, as well as the resulting calculated degree of goal achievement, can be seen in the following table:

Goal	Target value (100%)	Actual value	Degree of goal achievement
CO ₂ emissions	2.03 tCO ₂ /HC	2.01 tCO ₂ /HC	103.4%
Women in leadership	33.77%	32.58%	30.0%

Total goal achievement for the financial year 2025 was therefore 66.7%. The Supervisory Board has assessed this result using its reasonable judgement and has come to the conclusion that there are no circumstances that require an adjustment to the mathematically calculated degree of goal achievement. The Supervisory Board has therefore set the ESG factor at 0.9334 in line with the contractual logic. The immediate payment of variable compensation for the financial year 2025 calculated on the basis of EBIT was reduced accordingly by 6.67%.

5) Comparison of Executive Board compensation, earnings performance, employee pay

The annual change in the compensation of the Executive Board, the earnings performance of the company and the average pay of employees (on the basis of full-time equivalents) are shown below.

For the purpose of presentation, the table below comprises all employees of the following¹ Group companies for the financial year 2025 MLP SE, MLP Finanzberatung SE, MLP Banking AG, Uniwunder GmbH, ZSH GmbH Finanzdienstleistungen, MLP Dialog GmbH, FERI AG, FERI (Luxembourg) S.A., FERI (Schweiz) AG, DOMCURA AG, RVM GmbH, RVM Versicherungsmakler GmbH, RISConsult GmbH, Dr. Schmitt GmbH Würzburg and DI Deutschland Immobilien AG. Benefits for old-age provision are not taken into account with respect to both the members of the Executive Board and the employees.

¹ The composition may differ slightly for previous financial years and can be found in the respective compensation report for the financial year in question.

Executive Board compensation was calculated on the basis of the Group EBIT of €87,912 thsd (previous year €94,991 thsd).

All figures in €000	2021	2022	Change from previous year	2023	Change from previous year	2024	Change from previous year	2025	Change from previous year
Total compensation of the members of the Executive Board*	3.107	3.694	18,89%	3.824	3,52%	4.360	14,02%	4.020	-7,80%
Earnings of the company**	54.977	43.590	-20,71%	54.812	-20,71%	38.375	25,74%	43.341	12,94%
Average pay of employees (arithmetic mean)***	72,18	76,92	6,58%	75,04	6,58%	77,71	-2,44%	81,90	5,39%
Average pay of employees (median)***						54,45		60,93	11,91%

* excluding occupational pension provision

** Earnings before taxes (EBT) of MLP SE pursuant to the German Commercial Code (HGB)

*** excluding occupational pension provision; all employees (incl. management of subsidiaries) excluding employees on parental leave, temporary staff, apprentices, DHBW students, interns and trainees at MLP Startup GmbH

Alongside the obligation to prepare and publish a compensation report, MLP is also subject to various other reporting obligations. In sustainability reporting in particular, the median is generally used as the basis for averaging. In the interests of comparability, the average compensation of employees is stated in the compensation report 2025 on the basis of both the arithmetic mean and the median.

6) Share-based compensation

Based on recommendation G.10 sentence 1 of the GCGC, the variable compensation elements granted to a member of the Executive Board should predominantly be invested in shares in the Company by said member or granted accordingly on the basis of shares. Executive Board compensation does not provide for any shares to be granted.

Granting part of Executive Board compensation in shares is associated with considerable additional administrative work, as well as extra costs for acquiring the shares. In addition to this, share-based compensation harbours the risk that short-term price gains might be prioritised over long-term stability. From MLP's perspective, these disadvantages are not offset by any adequate advantages. Stipulations applying to the members of the Executive Board regarding what specific form variable compensation is to take after being granted are not deemed necessary.

For this reason, no shares or share options were granted to the members of the Executive Board for the financial year 2025. As a general rule, each individual member of the Executive Board can determine this independently. However, any member of the Executive Board is obviously free to invest any compensation received in MLP shares. This is utilised as follows:

Shares held by the Executive Board (as of December 31, 2025)

Member of the Executive Board	Number of shares	Percentage of share capital
Dr Uwe Schroeder-Wildberg	2,386,321	2.183%
Jan Berg	4,040	0.004%
Reinhard Loose	25,000	0.023%
Angelika Zinkgräf	0	0.000%
Total	2,415,361	2.209%

* Manfred Bauer left the Executive Board at MLP SE on May 1, 2025. On this reporting date, his total shareholding was 11,254 shares.

7) Withheld or reclaimed variable portions of compensation

Variable portions of compensation were not withheld or reclaimed for any members of the Executive Board in the financial year 2025.

8) Compliance with the defined maximum compensation

The calculated compensation did not reach the specified maximum compensation for any member of the Executive Board. The stipulated maximum compensation in the financial year 2025 was therefore observed for all members of the Executive Board without the need for a cap.

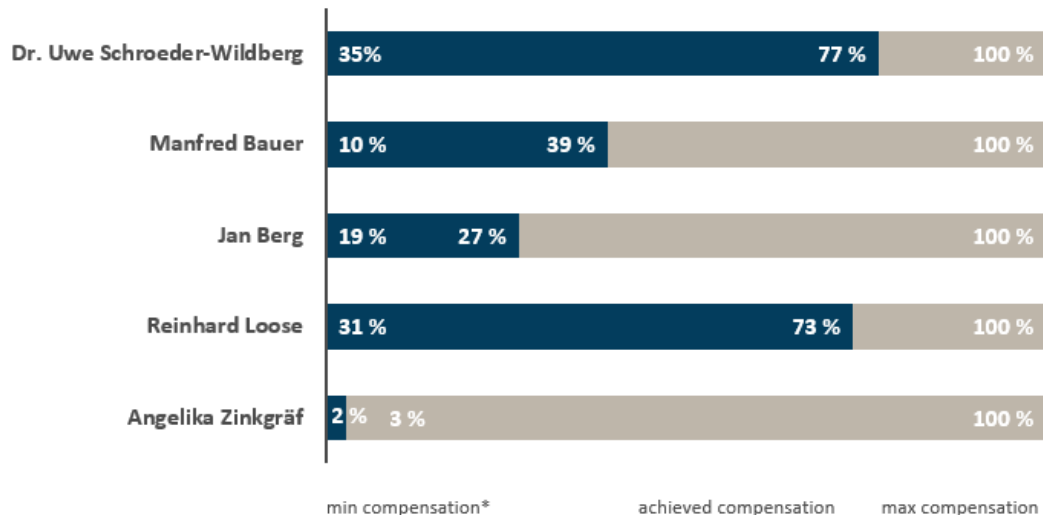
All figures in €'000	Total compensation 2025	Defined maximum compensation
Dr Uwe Schroeder-Wildberg	2,072	2,700
Manfred Bauer*	703	1,800
Jan Berg**	481	1,800
Reinhard Loose	1,317	1,800
Angelika Zinkgräf***	51	1,800

* until April 30, 2025

** from May 1, 2025

*** from December 1, 2025

Total compensation in proportion of maximum compensation in %



* Fixed salary + benefits + pension scheme

9) Disclosures on benefits based on § 162 (2) of the German Stock Corporation Act (AktG)

Active members of the Executive Board

In the financial year 2025, no member of the Executive Board was promised or granted benefits by a third party with regard to their work as a member of the Executive Board.

In the financial year 2025, only Executive Board member Manfred Bauer ended his activity (see section II. above). As such, no benefits associated with the regular or premature termination of employment of a member of the Executive Board were promised or granted to Mr. Bauer nor to the other members of the Executive Board during the course of the financial year 2025. Existing commitments were not changed.

The defined benefit obligation in accordance with IFRS for Dr. Schroeder-Wildberg in the event of the regular termination of his position on the Executive Board due to age was €6,434 thsd as of December 31, 2025. After netting with the assets of the reinsurance policy, the pension provision is €7,668 thsd.

Former members of the Executive Board

In total, five (5) former members of the Executive Board received pensions of €1,170 thsd from MLP SE in the financial year 2025. Payments of €265 thsd were made from the assets of the reinsurance policies. As of December 31, 2025, pension provisions for former members of the Executive Board (present value of defined benefit obligations in accordance with IFRS less reinsurance assets) of €8,769 thsd were in place.

VI. Compensation of members of the Supervisory Board

In addition to compensation for their expenses for the financial year, the members of the Supervisory Board receive a fixed annual compensation of €50 thsd in accordance with the Articles of Association. The Chair of the Supervisory Board receives double this amount, while their deputy receives one and a half times this amount.

Additional, special compensation is granted for work on the Risk and Audit Committee, Compensation Oversight Committee and Nomination Committee. In the case of the Risk and Audit Committee, this is €25 thsd, while it is €15 thsd each for the Compensation Oversight Committee and Nomination Committee. The chair of the respective committee receives twice the stated level of compensation.

The fixed portion of compensation is paid after the end of the financial year. No member of the Supervisory Board receives any variable or share-based compensation components.

Individualised Supervisory Board compensation

All figures in €'000 (without VAT)	Compensation 2025	Compensation 2024
Sarah Rössler (Chairwoman)	185	185
Dr Andreas Freiling (Vice Chairman)	140	140
Ursula Blümer	75	75
Bernd Groß	65	65
Matthias Lautenschläger	105	105
Monika Stumpf	80	80
Total	650	650

In the financial year 2025, €20 thsd (previous year €16 thsd) was paid as compensation for expenses.