

Remuneration of the members of the Supervisory Board

Under agenda item 7, a resolution is to be passed on amendments to the Articles of Incorporation to enable the appointment of a second deputy chair of the Supervisory Board. In this context, the remuneration of the Supervisory Board shall be adjusted. The second deputy chair, if appointed by the Supervisory Board, shall be treated equally to the first deputy chair in terms of remuneration, meaning that the fixed annual remuneration of EUR 165,000.00 also applies. All other provisions governing the remuneration of the Supervisory Board remain unchanged. To this end, the remuneration of the Supervisory Board and the underlying remuneration system as a whole will be submitted to the Annual General Meeting 2026 for approval in accordance with section 113 (3) of the AktG. The new remuneration provision is to be applied as soon as the corresponding amendment to the Articles of Incorporation takes effect.

In analogous application of section 87a (1) sentence 2 of the AktG that remuneration system is structured as follows:

The Supervisory Board remuneration is structured as fixed remuneration plus an attendance fee. This complies with Recommendation G.18 sentence 1 of the GCGC. The members of the Supervisory Board receive a fixed annual remuneration of EUR 110,000.00. In accordance with Recommendation G. 17 of the GCGC, the remuneration for the Supervisory Board chair and the deputy chair(s) as well as for committee chairs and members increases. The remuneration for the Supervisory Board chair amounts to EUR 300,000.00; the remuneration for the deputy chair(s) (each) amounts to EUR 165,000.00. Members of Supervisory Board committees receive an additional fixed annual remuneration of EUR 35,000.00 for each committee membership. In case of membership in the Audit Committee, the remuneration amounts to EUR 50,000.00. The additional remuneration increases to EUR 60,000.00 for committee chairs, and to EUR 100,000.00 for the chair of the Audit Committee. If a Supervisory Board member is a member of multiple committees, only the work in a maximum of two Supervisory Board committees is remunerated. The remuneration will therefore be granted for the work in the two most highly remunerated committees. Members of the Supervisory Board who are only members for part of any given fiscal year receive one twelfth of the fixed annual remuneration for each commenced month of membership in that year and are remunerated, if applicable, on a pro rata basis for any committee membership. The remuneration is payable as a one-off payment after the Annual

General Meeting that receives or approves the consolidated financial statements for the remuneration year.

The members of the Supervisory Board receive an attendance fee of EUR 1,000.00 for every meeting of the Supervisory Board or its committees they attend. If several meetings are held on a single day, the attendance fee will only be paid once.

The fixed remuneration for the Supervisory Board fosters its independence and balances the predominantly variable nature of the remuneration of the Executive Board, which is aligned with Deutsche Börse Aktiengesellschaft's growth strategy. The remuneration for the Supervisory Board thereby contributes to the execution of the business strategy and promotes Deutsche Börse Aktiengesellschaft's long-term development.

With the preparatory work of the Nomination Committee, the Supervisory Board regularly reviews whether the remuneration of its members is commensurate with their duties and the Company's financial position. To this end, the Supervisory Board conducts a horizontal market comparison. To do so, the Supervisory Board may seek advice from independent external experts. In view of the special nature of the Supervisory Board's work, no vertical comparison with the remuneration of employees of Deutsche Börse Aktiengesellschaft or Deutsche Börse Group is regularly made when reviewing the remuneration of the Supervisory Board.

Depending on the outcome of the comparative view and the Supervisory Board's assessment, the Supervisory Board can submit a joint proposal with the Executive Board to the Annual General Meeting to modify the Supervisory Board's remuneration. Irrespective of that, the Annual General Meeting resolves on the Supervisory Board's remuneration, including the remuneration system on which that remuneration is based, at least every four years in accordance with section 113 (3) of the AktG. A resolution confirming the remuneration is also possible.

Published by

Deutsche Börse AG
60485 Frankfurt/Main
www.deutsche-boerse.com