

REMUNERATION REPORT OF HEIDELBERG PHARMA AG

for the fiscal year from 1 December 2024 to 30 November 2025 (2025 fiscal year) compared with the fiscal year from 1 December 2023 to 30 November 2024 (2024 fiscal year)

This remuneration report details the remuneration granted and owed to individual members of the Executive Management Board and Supervisory Board of Heidelberg Pharma AG in the 2025 fiscal year. The remuneration report meets the regulatory requirements of Section 162 of the German Stock Corporation Act (AktG).

The remuneration report below summarizes the principles used to determine the total remuneration of the Executive Management Board of Heidelberg Pharma AG and explains the structure as well as the remuneration received by the Executive Management Board members. The principles and the amount of remuneration received by the members of the Supervisory Board are also described.

At the end of the 2025 fiscal year, the composition of the Company's Executive Management Board changed: The appointment of Professor Andreas Pahl as member of the Executive Management Board and Chief Executive Officer was revoked on 24 November 2025, and Dr. Dongzhou Jeffery Liu was appointed as member of the Executive Management Board and Chief Executive Officer with immediate effect. Dipl.-Kfm. Walter Miller, however, served as Chief Financial Officer throughout the year.

The composition of the Supervisory Board changed as follows in the fiscal year now ended:

Professor Christof Hettich and Dr Friedrich von Bohlen, who had been members of the Supervisory Board of Heidelberg Pharma AG since 2010 and 2005, respectively, were not available for reelection at the Company's Annual General Meeting held on 15 May 2025. Dr. Karl Benedikt Biesinger and Dr. Klaus Schollmeier were elected to the Supervisory Board in their place. Dr. Georg F. Baur, Dr. Mathias Hothum, Dr. Birgit Kudlek, Dr. Yan Xia and Dr. Dongzhou Jeffery Liu were reelected. At the subsequent inaugural meeting of the Supervisory Board, Dr. Biesinger was elected as the new Chairman and Dr. Baur and Dr. Hothum were elected as Vice Chairmen. Dr. Liu's membership of the Supervisory Board of Heidelberg Pharma AG has been suspended since 24 November 2025.

It should be noted that, for reasons of transparency, Professor Pahl's remuneration as a member of the Executive Management Board is shown for the full year, because he continues to receive that remuneration unchanged despite his removal from the Executive Management Board. This also includes his remuneration in the period after 24 November until the end of the fiscal year on 30 November 2025. Dr. Liu, in turn, receives remuneration as a member of the Executive Management Board and Chief Executive Officer from 24 November, which is reported *pro rata temporis* (in line with the duration of his membership on the Executive Management Board), i.e. only for the few days of his term of office in the fiscal year now ended. His remuneration as a member of the Supervisory Board ended on 23 November 2025.

1 REMUNERATION FOR MEMBERS OF THE EXECUTIVE MANAGEMENT BOARD

1.1 Overview of the remuneration system for members of the Executive Management Board

Setting the remuneration of the members of the Heidelberg Pharma AG Executive Management Board falls under the purview of a plenary meeting of the Supervisory Board and is reviewed on a regular basis in compliance with the stipulations in Section 87 and 87a of the Stock Corporation Act as well as the recommendations of the German Corporate Governance Code. At the 2025 Annual General Meeting, the Executive Management Board and the Supervisory Board presented in item no. 5 of the agenda the current remuneration system of the members of the Executive Management Board, which was approved in accordance with Section 120a (1) of the German Stock Corporation Act.

The remuneration system for the Executive Management Board is taken into account by the Company when concluding and extending directors' contracts.

The remuneration of Executive Management Board members who were not in service for a full fiscal year is paid in accordance with the duration of their membership on the Executive Management Board.

The Supervisory Board takes into account the following principles when designing the remuneration system and the amount and structure of the remuneration of the Executive Management Board:

- On the whole, the remuneration of the members of the Executive Management Board contributes significantly to achieving long-term corporate development and to furthering the Company's business strategy.
- The remuneration of the members of the Executive Management Board ensures that special accomplishments are rewarded appropriately, and that failure to meet targets results in a noticeable reduction in remuneration.
- Both the amount and the structure of the remuneration of the members of the Executive Management Board conform to industry standards and take into account the size, complexity and financial position of the Company.
- The remuneration takes into consideration the respective sphere of responsibility of each Executive Management Board member, the personal accomplishments of the individual members, and the achievements of the Executive Management Board as a whole.

1.2 Components of remuneration for members of the Executive Management Board

Remuneration for members of the Executive Management Board consists of non-performance-related and performance-related components. The non-performance-related components include the annual fixed salary as well as benefits such as a company car that is also available for private use, and a pension. The performance-related remuneration components comprise short-term variable remuneration (variable annual bonus) and long-term variable remuneration (stock options).

By combining non-performance-related and performance-related components of remuneration, the Company creates an attractive incentive for existing and potential Executive Management Board members to contribute to sustained and long-term corporate development. Variable remuneration components are the essential material incentive to pursue the

Company's business policy objectives. They function as motivation and reward for specific actions, for operational achievements, for strategic decisions that promote the long-term development of the Company, and for conduct rooted in a sense of responsibility.

Overview of the remuneration components:

Remuneration component	Assessment basis
Non-performance-related remuneration	
Fixed annual salary (fixed salary)	Fixed annual salary is paid in monthly installments
Fringe benefits	e.g. company car, pension
Performance-related remuneration	
Short-term variable remuneration	Variable annual bonus
Long-term variable remuneration	Stock options

1.3 Non-performance-related remuneration

Every Executive Management Board member receives non-performance-related, fixed remuneration. The fixed annual salary is determined for the term of the director's contract and paid in equal amounts over twelve months.

The amount of the fixed remuneration is determined based on the principles set out above. Remuneration takes into account the financial position of Heidelberg Pharma AG and the level of remuneration paid by competitors.

In addition to the base salary, members of the Executive Management Board are granted the following fringe benefits:

- Provision of a company car or BahnCard 100 for 1st class travel, up to a maximum amount (for the company car lease installment) of €1,000/month
- Purchase of an accident insurance policy (death benefit €100,000, disability benefit €500,000, and payment of the corresponding insurance premiums)
- Contribution to health insurance and long-term care insurance: The amount of the individual contributions equates to half of the premiums paid by the Executive Management Board member, however no higher than that maximum amount legally owed for the employer's portion of the health and long-term care insurance taking into consideration the applicable thresholds and caps for contribution calculations
- Purchase of a D&O insurance policy with a deductible corresponding to the minimum stipulated by law
- Payment of an amount of no more than €14,000 per year as retirement benefits
- Payment of a flat-rate expense allowance to cover travel expenses (upon request).

The costs of business trips are generally reimbursed, but this does not count as a component of remuneration.

No non-cash benefits within the context of a pension were granted to Dr. Liu, Walter Miller and Professor Pahl in the fiscal year now ended in addition to their fixed remuneration of €6 thousand (*pro rata temporis*, see above), €249 thousand and €300 thousand, respectively.

In addition, a company car was made available to Professor Pahl for the entire fiscal year including for private use. The value of this non-cash benefit in 2025 was €7 thousand (previous year: €6 thousand). Dr. Liu and Mr. Miller do not use a company car and instead receive a

monthly compensation of €1 thousand (“car allowance”), which adds up to €12 thousand for Mr. Miller (as in the previous year) and €233 for Dr. Liu (for the first time).

In the 2024 fiscal year, the former Executive Management Board member Dr. Schmidt-Brand received the following remuneration: €214 thousand as fixed remuneration and €14 thousand in non-cash benefits. This also includes his remuneration after the end of his service on the Executive Management Board, which covered the months of December 2023 and January 2024, until his retirement in September 2024.

No further benefit obligations exist towards the members of the Executive Management Board.

1.4 Performance-related remuneration

In addition to non-performance-related remuneration, the members of the Executive Management Board are entitled to performance-related remuneration. This remuneration is contingent upon the achievement of personal targets and Heidelberg Pharma’s performance targets. The performance-related remuneration of the members of the Company’s Executive Management Board is primarily tied to long-term, sustainable and financial corporate goals of Heidelberg Pharma and refers to the achievement of milestones that are defined at the beginning of each fiscal year. The relationship between the achievement of targets and the variable remuneration is set in advance and may not be changed at a later date. The degree of target achievement and the associated amount of variable remuneration are assessed and determined by the Supervisory Board.

Short-term variable remuneration for the 2024 and 2025 fiscal years

The Supervisory Board sets both annual as well as uniform short-term targets for all Executive Management Board members, and also sets individual short-term targets for each Executive Management Board member. The short-term targets are weighted against one another by the Supervisory Board. As a rule, short-term targets can be achieved on a scale from 0% to 100%. The achievement of targets is calculated arithmetically, as applicable with a corresponding weighting of the targets (e.g., 4 out of 5 targets reached in their entirety = 80% target achievement). The level of the annual performance-based remuneration is calculated based on the degree to which targets are achieved relevant to the individual targets while taking into account the weighting assigned to this target.

Individual performance criteria and their weighting for members of the Executive Management Board were defined for the 2024 fiscal year from the following target areas: ATAC product development as well as research (weighting: 50%), licensing (weighting: 30%) and financing (weighting: 20%).

Performance criteria	Criteria relevant for assessment	Weighting	Performance corridor	Target achievement*
ATAC product development as well as research	Driving forward the HDP-101, HDP-102 and HDP-201 development projects	50%	0% - 100%	80%
Licensing	Signing new ATAC license option, product license or technology agreements covering at least regional rights	30%	0% - 100%	80%
Financing	Signing external funding agreements with investments totaling at least €30 million	20%	0% - 100%	80%

* Determined by the Supervisory Board in the 2025 fiscal year

Total target achievement: 80%

Professor Pahl's maximum bonus was €118 thousand following the amendment of his contract effective from January 2024, while Walter Miller's was €80 thousand. Dr. Schmidt-Brand was entitled to a maximum annual bonus of €83 thousand for 2024 (pro rated based on his length of service until retirement).

The following amounts were paid to the members of the Executive Management Board in 2025 as bonuses for the 2024 fiscal year:

Executive Management Board member	Bonus cap, 2024	Total achievement, 2024 target	Bonus for fiscal year 2024 paid in 2025
Professor Pahl	€118 thsd.	80%	€95 thsd.
Walter Miller	€80 thsd.	80%	€64 thsd.
Dr. Schmidt-Brand	€83 thsd.	80%	€66 thsd.

Individual performance criteria and their weighting for members of the Executive Management Board were defined for the 2025 fiscal year from the following target areas: ATAC product development as well as research (weighting: 60%), licensing (weighting: 20%) and financing (weighting: 20%). At the time this remuneration report was prepared, the Supervisory Board had not yet made any decision on the achievement of the defined targets. This decision is usually made in the second quarter of the following fiscal year.

Performance criteria	Criteria relevant for assessment	Weighting	Performance corridor	Target achievement*
ATAC product development as well as research	Driving forward the HDP-101, HDP-102, HDP-103 and HDP-201 development projects	60%	0% - 100%	n/a
Licensing	Signing new ATAC license option, product license or technology agreements covering at least regional rights	20%	0% - 100%	n/a
Financing	Signing external funding agreements with investments totaling at least €30 million	20%	0% - 100%	n/a

* To be determined by the Supervisory Board in the 2026 fiscal year

Total target achievement: n/a

Dr. Liu's annual bonus for fiscal year 2025 is capped at €120 thousand. As a result, his pro-rated maximum annual remuneration comprising fixed and short-term variable remuneration amounts to €9 thousand (including the car allowance).

Walter Miller's annual bonus is capped at €93 thousand following the extension of his contract during the year, which included an amendment of terms. His maximum remuneration for fiscal year 2025 comprising fixed and short-term variable remuneration amounts to €360 thousand (including the car allowance).

For reasons of transparency, it should be noted that Professor Pahl's maximum annual bonus for 2025 remains at €120 thousand and that his maximum remuneration can therefore amount to €427 thousand (including the company car) even after his dismissal as a member of the Company's Executive Management Board.

Dr. Schmidt-Brand is no longer entitled to remuneration for 2025.

Long-term variable remuneration

Additionally, the Executive Management Board members may receive long-term variable remuneration by way of stock options on the basis of the Company's stock option plan in place at the time they are granted. This does not require any consideration such as a cash payment from the beneficiaries. The objective is to incentivize performance that focuses on achieving stable and long-lasting success for the Company. In this case, the Executive Management Board members receive stock options that are granted either in one tranche or in multiple tranches.

The exercise price is equivalent to the average closing market price over the last 10 trading days prior to the granting of the stock options (grant date). The earliest that the Executive Management Board members can exercise the options is after the end of the vesting period of four years, which starts on the grant date of the respective subscription right. During the four-year vesting period, 1/16 of the allocated stock options will vest on a straight-line basis for each completed fiscal quarter provided that the person continues to be employed by the Company. The vested portion of stock options remains the property of the respective Executive Board member even if they leave or resign from office. In this case, any portion that has not yet vested would be forfeited without replacement.

There are two other prerequisites for exercising stock options: The average closing market price over the 10 trading days prior to the respective exercise must be 120% of the exercise price (absolute performance target). The reference price must exceed the exercise price by at least the same ratio by which the TecDAX (market index) on the last market trading day prior to the respective exercise period exceeds the TecDAX (market index) on the grant date.

This remuneration component is based on the 2011, 2017, 2018 and 2023 Stock Option Plans which were adopted by the respective Annual General Meetings and can be exercised four years after issuance at the earliest.

This holding period and the underlying performance targets provide a long-term incentive to increase the Company's value. No further requirements beyond the holding period need to be met.

The Supervisory Board grants stock options based on the tasks of the respective member of the Management Board, his/her personal performance, the economic situation, the performance and outlook of the enterprise as well as the common level of the remuneration taking into account the peer companies and the remuneration structure.

The Supervisory Board determines both the members of the Executive Management Board to whom stock options are granted as well as the number of stock options to be granted in each case. Existing contractual obligations to members of the Executive Management Board must be taken into consideration where applicable; otherwise, the recipients of stock options are selected and the number of stock options are defined based on legal requirements, the resolution adopted by the Annual General Meeting and at the discretion of the Supervisory Board, taking into account the individual situation of each member of the Executive Management Board. Individual members of the Executive Management Board have no entitlement to receive stock options. There are currently no specific requirements or defined dates when stock options might be issued.

No new stock options were issued in the 2025 fiscal year.

Up until the 30 November 2025 reporting date, the following options were issued to the members of the Executive Management Board who were in office in the fiscal year now ended:

Stock option plan	Maximum issuance to Executive Management Board members	Stock options issued				Total
		Dr. D. J. Liu	Dipl.-Kfm. W. Miller	Professor A. Pahl		
2011	346,924	0	0	90,000*	90,000	
2017	201,200	0	0	100,600	100,600	
2018	298,100	0	0	111,525	111,525	
2023	786,311	0	60,000	135,000	195,000	
Total	1,632,535	0	60,000	437,125	497,125	

* 90,000 option rights were exercised by Professor Pahl during the year and converted into 90,000 shares (see below)

Dr. Schmidt-Brand is the only former member of the Executive Management Board who still holds 434,125 stock options.

Total remuneration

Overall, the following fixed and variable remuneration components as well as non-cash remuneration and the grant date fair value of pre-emption rights (or the issue of stock options) for Executive Management Board members were recognized as an expense in the 2025 fiscal year. This presentation also includes each remuneration component's relative share of total remuneration, as stipulated by Section 162 (1) sentence 2 no. 1 AktG.

Executive Management Board member	Year	Fixed remuneration		Short-term variable remuneration ¹⁾		Other remuneration (non-cash benefits)		Issue of stock options		Total remuneration ^{1) 2)}
		in €	in % of total	in €	in % of total	in €	in % of total	in €	in % of total	in €
Dr. Dongzhou Jeffery Liu	2025	5,833	85.0%	793	11.6%	233	3.4%	0	0.0%	6,860
	2024	-	n/a	-	n/a	-	n/a	-	n/a	-
Walter Miller	2025	248,750	85.1%	31,563	10.8%	12,000	4.1%	0	0.0%	292,313
	2024	240,000	75.9%	64,000	20.3%	12,000	3.8%	0	0.0%	316,000
Prof. Andreas Pahl	2025	300,000	86.3%	40,800	11.7%	6,724	1.9%	0	0.0%	347,524
	2024	295,000	61.8%	94,700	19.9%	6,371	1.3%	81,000	17.0%	477,071
Dr. Jan Schmidt-Brand	2025	-	n/a	-	n/a	-	n/a	-	n/a	-
	2024	47,500	62.2%	14,667	19.2%	14,141	18.5%	0	0.0%	76,307

¹ The exact variable remuneration is usually determined and paid in the following fiscal year. The figures shown here for the 2025 fiscal year are based on provisions that were determined on the basis of assumptions and historical data.

² The remuneration of Dr. Schmidt-Brand refers to his work as Chief Executive Officer of Heidelberg Pharma AG and as Managing Director of Heidelberg Pharma Research GmbH. A portion of €48 thousand of the total 2024 remuneration is attributable to his work as a member of the Executive Management Board of Heidelberg Pharma AG.

The following overview shows the stock options held during the year under review by members of the Executive Management Board in office in 2025 and changes in these holdings, as well as the portion of staff costs per beneficiary attributable to these stock options:

Executive Management Board member	1 Dec. 2024	Additions	Expiry / Return	Exercise	30 Nov. 2025
	Number	Number	Number	Number	Number
Dr. Dongzhou Jeffery Liu	0	0	0	0	0
Walter Miller	60,000	0	0	0	60,000
Professor Andreas Pahl	437,125	0	0	90,000	347,125
Total	497,125	0	0	0	407,125

Executive Management Board member	Expense in the 2025 statement of comprehensive income acc. to IFRS 2 in €	Fair value of all stock options held ¹ in €
Dr. Dongzhou Jeffery Liu	0	0
Walter Miller	27,721	105,000
Professor Andreas Pahl	30,191	490,700 ²
Total	57,912	595,700

¹ As of the respective issue date.

² Reduction compared to the previous year due to Professor Pahl's exercise of 90,000 option rights during the year

No option rights were held by former Executive Board members (other than Dr. Schmidt-Brand) at the 30 November 2025 reporting date, nor was any expense recognized for them.

The following figures applied to the previous period:

Executive Management Board member	1 Dec. 2023	Additions	Expiry / Return	Exercise	30 Nov. 2024
	Number	Number	Number	Number	Number
Professor Andreas Pahl	362,125	75,000	0	0	437,125
Walter Miller	60,000	0	0	0	60,000
Dr. Jan Schmidt-Brand	434,125	0	0	0	434,125
Total	856,250	75,000	0	0	931,250

Executive Management Board member	Expense in the 2024 statement of comprehensive income acc. to IFRS 2 in €	Fair value of all stock options held ¹ in €
Professor Andreas Pahl	68,743	617,600
Walter Miller	55,030	105,000
Dr. Jan Schmidt-Brand ²	119,386	638,120
Total	243,159	1,360,720

¹ As of the respective issue date.

² By resolution of the Supervisory Board, all of Dr. Schmidt-Brand's stock options became vested, which resulted in a disproportionately high expense

1.5 Other remuneration arrangements

Penalty and clawback regulations

There is no option to reclaim variable remuneration components (known as penalty and clawback regulations arrangements). As a result, no such reclaims were made.

Maximum remuneration

The remuneration for members of the Executive Management Board is capped. This defined maximum remuneration amount was not exceeded by any members of the Executive Management Board during the period under review.

The maximum remuneration can be achieved if, in addition to payment of the fixed remuneration (fixed annual salary and retirement benefit commitments), the following conditions in relation to the variable remuneration components (short-term bonus and stock options) are met in the respective fiscal year:

- The Executive Management Board concerned has achieved 100% of their target in terms of short-term variable remuneration.
- One Executive Management Board member receives 100% of the stock options remaining for Executive Management Board member from the 2023 Stock Option Plan, i.e. 531,311 shares).
- The fair value of an issued share option is €1.58 (representing the mean of all six tranches issued over the last ten years)
- The issue price of the stock options roughly corresponds to the current stock market price of the Company's shares, i.e. approximately €3.00.
- The stock market price of the Company's shares increases by 100% during the four-year waiting period.
- All of the various performance targets of the Stock Option Plan have been met and remuneration is not capped under the provisions of the Stock Option Plan.

If all of the conditions listed above are met, this **purely hypothetical maximum remuneration** for the Executive Board member in question as of the 30 November 2025 reporting date is €2,964,414 per annum.

Contract termination benefits

In the event of the termination of an Executive Management Board member's service for the Company, there is no contractual entitlement to a settlement.

The Executive Management Board's director's contracts do not contain any special termination rights or any severance benefit entitlements in the event of a change of control.

2 REMUNERATION FOR MEMBERS OF THE SUPERVISORY BOARD

In accordance with the Company's Articles of Association, the members of the Supervisory Board receive a fixed remuneration of €15,000 for each full fiscal year of service on the Supervisory Board. The Chairman of the Supervisory Board receives a fixed remuneration of €35,000 and the Vice Chairmen receive €25,000. Supervisory Board remuneration is paid in four equal installments on the last day of February and on 31 May, 31 August and 30 November of each fiscal year.

Members of a Supervisory Board committee are paid a flat fee of €3,000, while chairpersons of such committees are paid €7,000 per fiscal year and committee. In each case, remuneration is limited to activities on a maximum of two committees. Over and above this individual limit, the maximum amount paid by Heidelberg Pharma AG for committee activities of all Supervisory Board members combined is capped at €54,600 per fiscal year. If this cap is not sufficient to

cover all memberships and chairmanships of Supervisory Board committees, it is distributed proportionally among all committee members and chairpersons in line with the above provisions, unless the Supervisory Board unanimously resolves a different regulation.

An additional allowance is paid for attendance at a maximum of six Supervisory Board meetings in each fiscal year. Meeting chairpersons are paid a flat fee of €3,000 and all other members €1,500 each per meeting. Supervisory Board members who attend meetings by telephone or virtually receive only half of the allowance. This allowance must be paid with the Supervisory Board member's fixed remuneration. Members of Supervisory Board committees do not receive an attendance allowance for committee meetings.

The remuneration of Supervisory Board members who were not in service for a full fiscal year is paid in accordance with the duration of their membership on the Supervisory Board.

The Supervisory Board members do not receive variable remuneration, nor are they granted options or similar rights. Supervisory Board members are not entitled to a settlement if their membership ends.

In the 2025 fiscal year, the members of the Supervisory Board were paid remuneration of €224,398 (previous year: €200,250) plus reimbursement of travel expenses.

The table below shows the individual remuneration.

Supervisory member	Board	Year	Fixed remuneration		Attendance allowance		Committee fee		Total remuneration in €
			in €	in % of total	in €	in % of total	in €	in % of total	
Dr. Karl Benedikt Biesinger (from 15 May 2025)		2025	19,099	58.5%	9,750	29.8%	3,820	11.7%	32,669
		2024	-	n/a	-	n/a	-	n/a	0
Dr. Georg F. Baur		2025	25,000	62.3%	6,750	16.8%	8,363	20.8%	40,113
		2024	25,000	65.8%	3,000	7.9%	10,000	26.3%	38,000
Dr. Mathias Hothum		2025	25,000	69.0%	8,250	22.8%	3,000	8.3%	36,250
		2024	25,000	73.5%	6,000	17.6%	3,000	8.8%	34,000
Dr. Birgit Kudlek		2025	15,000	57.2%	7,500	28.6%	3,738	14.2%	26,238
		2024	15,000	71.4%	3,000	14.3%	3,000	14.3%	21,000
Dr. Yan Xia		2025	15,000	76.9%	4,500	23.1%	0	0.0%	19,500
		2024	15,000	83.3%	3,000	16.7%	0	0.0%	18,000
Dr. Klaus Schollmeier (from 15 May 2025)		2025	8,185	49.8%	4,875	29.7%	3,360	20.5%	16,420
		2024	-	n/a	-	n/a	-	n/a	0
Dr. Dongzhou Jeffery Liu (until 23 Nov. 2025)		2025	14,695	64.4%	4,500	19.7%	3,616	15.9%	22,812
		2024	15,000	71.4%	3,000	14.3%	3,000	14.3%	21,000
Professor Christof Hettich (until 15 May 2025)		2025	15,901	72.0%	3,000	13.6%	3,180	14.4%	22,081
		2024	35,000	70.7%	7,500	15.2%	7,000	14.1%	49,500
Dr. Friedrich von Bohlen und Halbach (until 15 May 2025)		2025	6,815	82.0%	1,500	18.0%	0	0.0%	8,315
		2024	15,000	80.0%	3,750	20.0%	0	0.0%	18,750

3 COMPARISON OF ANNUAL CHANGES IN REMUNERATION AND THE COMPANY'S EARNINGS PERFORMANCE

In accordance with Section 162 (1) sentence 2 no. 2 AktG, the following table compares the annual change in remuneration for members of the Executive Management Board and the Supervisory Board, the earnings performance of Heidelberg Pharma AG and the average remuneration paid to employees on a full-time equivalent basis for the last five fiscal years.

Remuneration for members of the Executive Management Board and the Supervisory Board corresponds to total remuneration in accordance with Section 162 (1) sentence 1 AktG.

The sales revenue and net profit/loss for the year of Heidelberg Pharma AG (acc. to HGB) and the Heidelberg Pharma Group (acc. to IFRS) are used to determine earnings performance.

The average remuneration paid to employees on a full-time equivalent (FTE) basis relates to employees of the Heidelberg Pharma Group, not including the Executive Management Board. On average, there were 103 such employees for the 2025 fiscal year. This average remuneration includes staff costs for wages and salaries, employer contributions to social security, and short-term variable remuneration components relating to the fiscal year.

Fiscal year	2021	Relative change in %	2022	Relative change in %	2023	Relative change in %	2024	Relative change in %	2025	Relative change in %
Earnings performance										
Sales revenue, HDP AG (in €'000)	0	n/a	9,867	n/a	4,671	-52.7%	4,797	2.7%	4,853	1.2%
Sales revenue, HDP Group (in €'000)	1,750	-79.4%	19,904	1037%	9,859	-50.5%	6,849	-30.5%	1,457	-78.7%
Net profit/loss for the year, HDP AG (in €'000)	-25,160	-38.1%	-20,122	20.0%	-16,545	17.8%	175,148 ¹	1,158.6% ¹	-94,339	-153.9%
Net profit/loss for the year, HDP Group (in €'000)	-26,139	-42.3%	-18,312	29.9%	-20,346	-11.1%	-19,382	4.7%	-42,281	-118.1%
Employee remuneration										
Total wages and salaries, and social security costs	6,489	16.5%	7,800	20.2%	8,455	8.4%	9,537	12.8%	10,913	14.4%
Number of employees excl. EMB (FTEs)	82	13.2%	94	14.7%	97	3.3%	97	0.0%	103	6.3%
Average remuneration, employees (in €'000)	80	3.0%	83	4.8%	87	4.9%	99	12.7%	110	11.7%
Executive Management Board remuneration										
Dr. Dongzhou Jeffery Liu	--	--	--	--	--	--	--	--	7	-
Walter Miller	--	--	--	--	299	--	316	5.8%	292	-7.5%
Professor Andreas Pahl	442	49.8%	328	-25.8%	451	37.4%	477	5.9%	348	-27.2%
Dr. Jan Schmidt-Brand	474	35.0%	389	-17.9%	519	33.3%	76	-85.3%	0	-

Supervisory Board remuneration										
Dr. Karl Benedikt Biesinger	--	--	--	--	--	--	--	--	33	--
Dr. Georg F. Baur	40	2.6%	40	0.0%	38	-5.0%	38	0.0%	40	5.6%
Dr. Mathias Hothum	31	24.0%	36	16.1%	34	-5.6%	34	0.0%	36	6.6%
Dr. Birgit Kudlek	28	7.7%	27	-3.6%	22	-19.4%	21	-3.4%	26	24.9%
Dr. Yan Xia	--	--	--	--	10	-	18	81%	20	8.3%
Dr. Klaus Schollmeier	--	--	--	--	--	--	--	--	16	--
Dr. Dongzhou Jeffery Liu	--	--	5	--	21	320.0%	21	0.0%	23	8.6%
Professor Christof Hettich	54	1.9%	53	-1.9%	49	-6.6%	49	0.0%	22	-55.4%
Dr. Friedrich von Bohlen und Halbach	29	16.0%	25	-13.8%	18	-28.0%	19	4.2%	8	-55.7%
Dr. Brady Xumin Zhao	--	--	5	--	5	0.0%	--	--	0	--

¹ Previous year's figures corrected

Ladenburg, 24 March 2026

Heidelberg Pharma AG

For the Executive Management Board:



Dr. Dongzhou Jeffery Liu
Chief Executive Officer



Dipl.-Kfm. Walter Miller
Chief Financial Officer

For the Supervisory Board:



Dr. Karl Benedikt Biesinger
Chairman of the Supervisory Board