



Documentation on agenda item 9 of the Ordinary General Meeting of ATOSS Software SE held on 30 April 2025 – Resolution on the remuneration of the Supervisory Board members

The remuneration system for the Supervisory Board members adopted by the General Meeting on 30 April 2021 has the following content:

Remuneration system for members of the Supervisory Board of ATOSS Software AG

The remuneration system takes into account the responsibility and scope of activities of the Supervisory Board members. The Supervisory Board helps promote the Company's business strategy and long-term development by monitoring the Executive Board's management of the Company, which the Supervisory Board is required to do.

In addition to a fixed annual remuneration, Supervisory Board members receive a fixed attendance allowance for each ordinary meeting of the Supervisory Board. Supervisory Board members are also reimbursed for their expenses and any value-added tax payable on the remuneration. The share of fixed remuneration components in the total remuneration amount is 100%.

The respective amount of remuneration takes into account the specific function and responsibility of the Supervisory Board members. In particular, the higher workload of the Supervisory Board chairman and deputy chairman and of the Audit Committee chairman is taken into account appropriately.

The remuneration is payable after the end of the respective fiscal year. Supervisory Board members who serve for only part of the fiscal year or who do not chair or deputy chair the Supervisory Board or chair the Audit Committee for the full fiscal year will receive lower remuneration, according to the time required.

Due to the special nature of Supervisory Board remuneration, which is granted for Supervisory Board activities and differs fundamentally from the activities of the employees of the Company and the group, a vertical comparison with employee remuneration is impossible.

The remuneration of the Supervisory Board members of ATOSS Software SE is resolved by the General Meeting based on the Articles of Association. The remuneration and the remuneration system for the Supervisory Board are regularly reviewed by the management. In particular, the time commitments of the Supervisory Board members and the remuneration paid by other comparable companies are decisive in this respect. If the Executive Board and Supervisory Board believe the remuneration or remuneration system must be adjusted, they will submit a resolution proposal to the General Meeting; in any case, a resolution proposal regarding the remuneration, including the underlying remuneration system, will be submitted to the General Meeting no later than every four years.

The Executive Board and the Supervisory Board thoroughly discussed the above proposal on remunerating the Supervisory Board members.

The rules for avoiding and handling conflicts of interest also apply to the procedure for establishing and implementing the remuneration system.

Section 15 of the Articles of Association of ATOSS Software SE reads as follows:

**“§ 15
Remuneration of the Supervisory Board**

Each Supervisory Board member will receive, in addition to the reimbursement of expenses incurred in the performance of that member’s duties, a remuneration resolved by the General Meeting in compliance with the provisions of Section 113 AktG. In addition to the remuneration and the reimbursement of expenses, any applicable sales taxes (value added taxes) will be reimbursed.”

By resolution of the General Meeting on 30 April 2021, the remuneration of the Supervisory Board members was established as follows:

“Until the General Meeting resolves otherwise in the future, each Supervisory Board member will be remunerated EUR 20,000 for the current and each subsequent full fiscal year as well as an attendance allowance for ordinary meetings of the Supervisory Board amounting to EUR 1,500 per meeting. The supervisory board chairman is remunerated an additional EUR 40,000 for the current and each subsequent full fiscal year, and the Supervisory Board’s deputy chairman is remunerated an additional EUR 10,000 for the current and each subsequent full fiscal year. The Audit Committee chairman is remunerated an additional EUR 10,000 for the current and each subsequent full fiscal year. Supervisory Board members who do not belong to the supervisory Board for the full fiscal year or who do not chair or deputy chair the Supervisory Board or chair the Audit Committee for the full fiscal year receive proportionately lower remuneration. The remuneration and the attendance allowances are paid plus VAT.”