

Remuneration Report for the 2021/2022 financial year

of Dr. Hönle Aktiengesellschaft, Gilching

Management Board Remuneration

The following remuneration report in accordance with Section 162, German Stock Corporation Act provides individualized information on the remuneration granted and owed to current and former members of the Management Board and Supervisory Board of Dr. Hönle Aktiengesellschaft, Gilching (short Dr. Hönle AG) in the past financial year.

Basic features of the system for Management Board remuneration

The remuneration system for members of the Dr. Hönle AG Management Board is geared towards sustainable corporate development and the achievement of strategic corporate goals. In the absence of a personnel committee, the Management Board remuneration system is determined directly by the Supervisory Board. The Supervisory Board can call in external independent consultants, as required.

The remuneration system makes a significant contribution to promoting and implementing the corporate strategy of Dr. Hönle AG. It is based on both short-term variable remuneration and long-term variable remuneration and, in the process, sets different performance criteria. In order to link remuneration to the Company's long-term performance, the long-term variable remuneration makes up a specific part of total remuneration.

The remuneration system for Management Board members is clear and easy to understand. It corresponds to current requirements of the German Stock Corporation Act. In the event of significant changes, but at least every four years, the remuneration system resolved by the Supervisory Board is submitted to the Annual General Meeting for approval.

The remuneration system in detail

Overview of remuneration components and their respective relative share in remuneration

The remuneration of Management Board members consists of fixed and variable components. Fixed remuneration components for the Management Board members include the fixed annual salary, fringe benefits and pension contributions.

Remuneration Components	Assessment basis / parameters
Non-performance based components	
Fixed annual salary	Fixed, contractually agreed remuneration paid in twelve equal monthly instalments.
Fringe benefits	Private use of company cars, insurance (accident insurance and D&O insurance), reimbursement of employer's contribution to health and long-term care insurance.
Retirement benefits	Annual amount to represent the company pension scheme. Reinsurance policies are taken out to cover the pension commitments.
Performance-based components	
Short-term variable remuneration	Target bonus; Up to 2.00% of consolidated earnings (after taxes) as determined in accordance with IFRS, before minority interests; Maturity: After publication of the provisional figures at the end of the financial year.

Long-term variable components	
Long-term variable remuneration component 1	Target bonus; Up to 0.4% of Dr. Hönle Group's consolidated earnings (after taxes) as determined in accordance with IFRS, before minority interests, retrospectively as of the September 30 reporting day of the relevant financial year, based on the three financial years preceding the coming financial year. In a retrospective view, the

	consolidated earnings (after taxes) before minority interests of Dr. Höhle Group are decisive; Due: After publication of the provisional figures at the end of the financial year.
Long-term variable remuneration component 2	Target bonus; For purposes of a sustainable, future-oriented setup and improved environmental and quality management, each Management Board member receives up to 0.1% of the Dr. Höhle Group's IFRS consolidated earnings (after taxes) before minority interests, based on a retrospective view as of September 30 of the respective financial year, relative to the three financial years preceding the coming financial year; Applicable: After publication of the provisional figures at the end of the financial year.

The variable remuneration is limited to a maximum pay-out amount of EUR 800,000.

Based on the remuneration system, the Supervisory Board determines a specific target remuneration for each Management Board member, which is appropriate relative to the duties and performance of the respective Board member and the situation of the Company. The total target remuneration is made up of the sum total of all remuneration components relevant to the total remuneration.

For the members of the Management Board, the proportion of fixed remuneration (fixed annual salary, pension payment and fringe benefits) is approximately 22% to 75% of the target total remuneration and the proportion of variable remuneration is approximately 25% to 78% of the target total remuneration. The proportion of short-term variable remuneration is around 38% of the total target remuneration and the long-term variable remuneration is around 11% of the total target remuneration. Due to cost developments concerning the contractually agreed fringe benefits and possible new appointments, the shares may differ slightly for future financial years. Furthermore, the aforementioned proportions may differ if payments are granted within the scope of a new appointment.

Fixed remuneration components

The members of the Management Board are entitled to a fixed annual salary payable in twelve monthly instalments. In addition, fringe benefits are granted: Dr. Höhle AG provides each Management Board member with a company car for private use. Furthermore, the Management Board members are included in Dr. Höhle AG'S D&O insurance, and the employer's contribution to health and long-term care insurance is reimbursed. Furthermore, an accident insurance (in the event of death or disability) applies which the Company has taken out at its own expense for members of the Management Board. For the purposes of retirement benefits, a company pension commitment may apply to members of the Management Board.

In individual cases, when a new Management Board member takes office, the Supervisory Board may grant a payment in the year of entry or the second year of appointment. Such a payment can be used, for example, to compensate for losses in variable remuneration that a member of the Board of Management may have incurred by switching to Dr. Höhle AG from a previous employer.

Variable remuneration components

The variable remuneration components are presented below. They illustrate the relationship between the achievement of performance targets and the amount paid out from the variable remuneration.

Short-term variable compensation

Short-term variable remuneration is a performance-related bonus with a one-year assessment period. It amounts to up to 2.00% of consolidated earnings (after taxes) as determined in accordance with IFRS before minority interests, of Höhle Group and depends solely on this criterion.

If the appointment begins or ends in the current financial year, the short-term variable remuneration shall be reduced pro rata temporis to the date of the beginning or end of the appointment. If the service contract ends with an expiration period, the short-term variable compensation is reduced pro rata temporis to the date of the end of the expiration period.

Long-term variable remuneration component 1

The long-term variable remuneration component 1 is a performance-related bonus with a three-year assessment period. It amounts to up to 0.4% of Dr. Höhle Group's consolidated earnings (after taxes) before minority interests, retrospectively as of the September 30 reporting date of the respective financial year, based on the three financial years preceding the coming financial year, and depends solely on this criterion. The consolidated earnings (after tax)

before minority interests of the Dr. Hönle Group, averaged over the three preceding financial years, is decisive for the retrospective analysis.

If the appointment begins or ends in the current financial year, the long-term variable remuneration component 1 shall be reduced pro rata temporis to the date of the start or end of the appointment. If the employment contract ends with an expiry period, the long-term variable remuneration component 1 shall be reduced pro rata temporis to the point in time when the expiry period ends.

Long-term variable remuneration component 2

The long-term variable remuneration component 2 is a performance-related bonus with a three-year assessment period. For their efforts aimed at the sustainability and improvement of a future-oriented environmental and quality management, each Management Board member receives up to 0.1% of the Dr. Hönle Group's IFRS consolidated earnings (after taxes) before minority interests, based on a retrospective view as of September 30 of the respective financial year, relative to the three financial years preceding the coming financial year;

If the appointment begins or ends in the current financial year, the long-term variable remuneration component 2 shall be reduced pro rata temporis to the date of the start or end of the appointment. If the service contract ends with an expiration period, the long-term variable remuneration component 2 shall be reduced pro rata temporis to the point in time when the expiry period ends.

The Management Board and Supervisory Board set targets in the areas of environmental and quality management every year. These include both annual and multi-year goals. The Supervisory Board examines whether the goals have largely been achieved. Long-term variable remuneration component 2 is paid out if the target is largely achieved, otherwise no such payment is made.

Variable remuneration cap

The annual variable remuneration payment is limited to a maximum of EUR 800,000.

Maximum compensation

The total remuneration to be granted to the Management Board members for a given financial year (total of all remuneration paid for the respective financial year, including fixed annual salary, variable remuneration components, pension commitments and fringe benefits), regardless of whether paid out in this financial year or at a later date - has an absolute upper limit ("maximum payment"). The maximum remuneration for all Management Board members is EUR 1,400,000 each.

The maximum remuneration for a new Management Board member may deviate from the fixed maximum remuneration in the year of entry or the second year of appointment, if, in exceptional cases, the Supervisory Board grants the new Management Board member payments aimed at compensating for a loss of payments arising from the change to the new employment. In this case, the maximum remuneration for this financial year increases by up to 5 % for ordinary Management Board members.

Remuneration-related legal transactions

Duration and conditions for the termination of remuneration-related legal transactions

The service contracts of members of the Management Board apply for the period of the current appointments and had the following terms at the time the resolution on the remuneration system was passed:

- Mr. Haimerl's service contract: March 31, 2025;
- Mr. Runge's service contract: March 31, 2025;
- Mr. Pumpe's service contract: December 31, 2023
- Employment contract with Dr. Richter: until April 30, 2024 at the latest (delegation from the Supervisory Board).

The service contracts are extended for the duration of a re-appointment, unless otherwise agreed.

Ordinary termination of Management Board service contracts is excluded. A Management Board service contract can be terminated by Dr. Hönle AG or by a member of the Management Board without observing a period of notice if there is an important reason within the meaning of Section 626 BGB.

The service contracts end prematurely in the event of a mutually agreed termination of the appointment with the consent of the Supervisory Board at the time of the mutual termination of the appointment. If the Supervisory Board revokes the appointment, the service contract ends prematurely at the end of expiry period in accordance with Section 622 (2) BGB.

The service contract ends at the latest at the end of the calendar year in which the respective Management Board member reaches the age of 65. In the event of the Management Board member becoming permanently incapacitated, the service contract shall end no later than at the end of the quarter in which the permanent incapacity was established.

When concluding new Management Board service contracts (initial appointment) or extending existing ones, no special provisions shall be agreed upon in future in the event of a change of control, i.e. neither special termination rights nor severance payments shall apply.

In the following cases, Mr. Haimerl and Mr. Runge had the right to terminate their service contract unilaterally and prematurely with a notice period of three months to the end of the month:

- In the event of a change of control (e.g. if one or more shareholders acquire the majority of voting rights in Dr. Höhle AG and exercise a controlling influence);
- The Dr. Höhle AG becomes a dependent company through the conclusion of a company agreement within the meaning of Sections 291 et seq. AktG;
- The Dr. Höhle AG is incorporated pursuant to Sections 319 et seq. AktG;
- The Dr. Höhle AG obtains a different legal form as a result of a change in legal form pursuant to Sections 190 et seq. UmwG;
- The Dr. Höhle AG is merged with another legal entity in accordance with Section 2 et seq. UmwG;
- The Company is dissolved;
- The Company has revoked the appointment of a member of the Management Board, unless the revocation was due to a culpable breach of duty by the Management Board member;
- The member of the Management Board has resigned from office due to an important reason attributable to the Company ("extraordinary termination rights").

Severance pay

If a service contract of a Management Board member ends due to the assertion of a special right of termination (as defined in Section 4.1), the Management Board member is entitled to compensation for remuneration and fringe benefits from the time of the premature termination of the employment contract until the end of the term agreed in the service contract.

The Management Board member is entitled to the following capitalized remuneration, each for the remaining term of the employment contract:

- The fixed annual salary;
- The variable remuneration components in the amount of the average of the variable remuneration components of the last three years before the end of the respective service contract as a result of the exercised special right of termination;
- The fringe benefits in the amount paid at the time the service contract ended and, in the case of monetary benefits, in the amount relevant for taxation.

Main characteristics of the pension and early retirement schemes

Pension commitments have been concluded concerning the Management Board members Mr. Haimerl and Mr. Runge. Since January 1, 2012 until reaching retirement age, annual pension modules have been acquired for both Management Board members. The amount of the pension module acquired in a financial year results from the pension expense, which is annuitized using age-dependent conversion factors. The pension expense corresponds to a fixed percentage of the fixed annual salary (without bonus).

The types of benefits include retirement pensions (from the age of 60), disability pensions and surviving dependents' pensions (widow's, life partner's and orphan's pension). The amount of the disability pension and old-age pension corresponds to the sum of the entitlement component and the pension components acquired up until the insured event. The widow's and life partner's pension comprises 60% of the disability pension or old-age pension to which an entitlement existed at the time of death or which was being paid out at the time of death. The orphan's pension is 12% for half orphans and 20% for full orphans of the specified pension entitlement. Reinsurance policies were taken out to cover the pension commitments.

A transitional payment agreement applied to the Management Board members, Mr. Haimerl and Mr. Runge, stipulating that the fixed remuneration as specified in the service contract continues to be paid for twelve months if the respective member leaves the Management Board after the age of 50 and before the age of 60,. After this period, between 40% and a maximum of 50% of the fixed remuneration shall be paid until the pension commitment for the Management Board member enters into effect. However, the transitional payment agreement will only come into effect if the person concerned was a member of the Management Board for at least ten years and did not leave the Company at his/her own responsibility. In the event of other income, this must be offset against the transitional allowance. The Supervisory Board has the right to reduce the transitional allowance in the event of a deterioration in the Company's situation. In the case of benefits received unlawfully or in the event of subsequent reductions by the Supervisory Board, the benefits granted must be reimbursed to the Company.

in T€	Present value of pension commitments (defined benefit obligations)	
	2022/2023	2021/2022
Norbert Haimerl	2,369	2,198
Rainer Pumpe	0	0
Dr. Franz Richter	0	0
Heiko Runge	2,199	2,320
	4,568	4,518

Consideration of employees' remuneration and employment conditions when determining the remuneration system

The Supervisory Board regularly reviews the remuneration of the Management Board. When assessing the appropriateness of the remuneration, a horizontal comparison is made with regard to the remuneration for Management Board members. Technology companies with a similar structure relative to Dr. Höhle AG in terms of sales, number of employees and market capitalization serve as the peer group.

When determining Management Board remuneration, the Supervisory Board also takes into account the Company's internal remuneration structure in a vertical comparison. In doing so, the Supervisory Board examines the Management Board remuneration relative to the remuneration for the first management level and second management level below the Management Board, and the workforce in Germany. The Supervisory Board takes into account the development of the remuneration of the first and second management levels as well as the workforce and also considers the respective developments over time.

Procedure for determining, implementing and reviewing the remuneration system

The Supervisory Board decides on a clear and understandable remuneration system for the members of the Management Board. At present, the Dr. Höhle AG Supervisory Board consists of four members. Since there is no personnel committee, the review of the remuneration system is prepared and carried out by the Supervisory Board plenum. The Supervisory Board carries out the review of the remuneration system at its own discretion, at least, however, every four years. The Supervisory Board may call in external consultants to this end.

The Supervisory Board submits the compensation system to the Annual General Meeting for approval whenever there is a significant change, but at least every four years. If the Annual General Meeting does not approve the submitted remuneration system, the Supervisory Board shall submit a reviewed remuneration system to the Annual General Meeting for approval at the next ordinary Annual General Meeting at the latest.

The Supervisory Board uses suitable measures to ensure that possible conflicts of interest concerning the Supervisory Board members involved in the consultations and decisions regarding the remuneration system are avoided or resolved. The Supervisory Board members are obliged to inform the Supervisory Board o Chairman about any potential conflicts of interest. The Supervisory Board Chairman shall inform the Vice Chairman of any conflicts of interests. The Supervisory Board decides on how to deal with an existing conflict of interest on a case-by-case basis. This would apply in particular, if a Supervisory Board member affected by a conflict of interest fails to attend a meeting or take part in individual consultations and decisions to be taken by the Supervisory Board.

Information on a reviewed remuneration system

On March 23, 2021, the Annual General Meeting approved the remuneration system presented by the Supervisory Board for the first time. The remuneration system has remained unchanged since then. The remuneration report of the previous year (2021/2022) was approved by the represented capital at the Annual General Meeting of Dr. Hönle AG on 23.03.2023 under agenda item 8.

Benefits upon termination of the Management Board service

The Supervisory Board appoints the Management Board of Dr. Hönle AG for a maximum term of five years.

A transitional payment agreement applied to the Management Board members, Mr. Haimerl and Mr. Runge. Further information can be found in the chapter "Main characteristics of pension and early retirement schemes".

In the event of a change of ownership at Dr. Hönle AG (Change of Control), the Management Board members Haimerl and Runge had the right to terminate the Management Board service contract with a three months' notice to the end of the month and to resign from office at this point in time. Any direct or indirect acquisition of control over Dr. Hönle AG within the meaning of the Securities Acquisition and Takeover Act (WpÜG) by a third party is deemed a change of control. In the event of termination, the named Management Board members were entitled to a settlement of their remuneration and fringe benefits from the date of premature termination up to the end of the term of their service agreement. With regard to the pension commitment, the Management Board members could opt for a one-off payment in the amount of the value, or a continuation. The Management Board members are to be placed in the same position as if the Company had fulfilled the pension commitment until the end of the service contract as agreed in same.

Pension payments of T€ 0 (previous year: T€ 3) were made to the surviving dependents of former managing directors. These pension entitlements are covered by pension provisions in the amount of €0 thousand (previous year: €304 thousand) (see note 35). A portion of T€ 0 (previous year: € 0 thousand) is included in the interest expense.

Remuneration granted and owed to the members of the Management Board in the 2022/2023 financial year

Fixed and variable remuneration components and their relative share

				Norbert Haimerl till 30.04.2023	Rainer Pumpe since 01.01.2021	Franz Richter since 01.05.2023	Heiko Runge till 15.05.2022
performance- independent remuneration	fixed fee	2022/2023	in T€	206	246	156	0
			in %	88	94	100	0
		2021/2022	in T€	288	245	0	177
			in %	77	65	0	47
	fringe benefit	2022/2023	in T€	3	15	0	0
			in %	1	6	0	0
		2021/2022	in T€	6	15	0	10
			in %	2	4	0	3
	total	2022/2023	in T€	210	261	156	0
			in %	90	100	100	0
		2021/2022	in T€	294	260	0	187
			in %	78	100	0	78
performance- dependent remuneration	short-term compensation	2022/2023	in T€	0	0	0	0
			in %	0	0	0	0
		2021/2022	in T€	0	0	0	0
			in %	0	0	0	0
	long-term component I	2022/2023	in T€	0	0	0	0
			in %	0	0	0	0
		2021/2022	in T€	0	0	0	0
			in %	0	0	0	0
	long-term component II	2022/2023	in T€	0	0	0	0
			in %	0	0	0	0
		2021/2022	in T€	0	0	0	0
			in %	0	0	0	0
total	2022/2023	in T€	0	0	0	0	
		in %	0	0	0	0	
	2021/2022	in T€	0	0	0	0	
		in %	0	0	0	0	
other	allocation to retirement benefits according to IAS 19	2022/2023	in T€	24	0	0	0
			in %	10	0	0	0
		2021/2022	in T€	81	0	0	54
			in %	22	0	0	22
total including additions to old-age pensions according to IAS 19	2022/2023	in T€	233	261	156	0	
		in %	100	100	100	0	
	2021/2022	in T€	375	260	0	241	
		in %	100	100	0	100	
total without additions to old-age pensions according to IAS 19	2022/2023	in T€	210	261	156	0	
		in %	100	100	100	0	
	2021/2022	in T€	294	260	0	187	
		in %	100	100	0	100	

Remuneration granted and owed to former members of the Management Board in the 2022/2023 financial year

In the 2022/2023 financial year, Mr. Haimerl terminated his employment on the Management Board before his service contract expired (original term until March 31, 2025). He received a severance payment of T€ 771 in the 2022/2023 financial year. In the 2021/2022 financial year Mr. Runge ended his work on the Management Board before his service contract expired (original term until March 31, 2025). In the 2021/2022 financial year, he received a severance payment of T€ 1,300.

			Norbert Haimerl from 01.05.2023	Heiko Runge from 16.05.2022
benefits from termination of employment	2022/2023	in T€	771	0
		in %	97	0
	2021/2022	in T€	0	1.300
		in %	0	98
total	2022/2023	in T€	24	0
		in %	3	0
	2021/2022	in T€	0	32
		in %	0	2
allocation to retirement benefits according to IAS 19	2022/2023	in T€	795	0
		in %	100	0
	2021/2022	in T€	0	1.332
		in %	0	100

Further disclosures pursuant to Section 162, German Stock Corporation Act

No shares or stock options were granted or promised to the members of the Dr. Hönle AG Management Board and Supervisory Board. In the 2022/2023 financial year, no use was made of the option to reclaim variable remuneration components.

The specified maximum remuneration for the members of the Management Board was complied with in all aspects.

Compliance with the maximum remuneration concerning the Management Board remuneration in the 2022/2023 financial year

	in T€	Norbert Haimerl 01.01.2000 - 30.04.2023			Rainer Pumpe seit 01.01.2021			Franz Richter seit 01.05.2023		
		Ziel	Aufwand	Maximal	Ziel	Aufwand	Maximal	Ziel	Aufwand	Maximal
performance-independent remuneration	fixed remuneration	206	206	206	246	246	246	156	156	156
	ancillary service	3	3	3	15	15	15	0	0	0
	retirement benefits	24	24	24	0	0	0	0	0	0
	benefits from termination of employment	771	771	771	0	0	0	0	0	0
	total	1.004	1.004	1.004	261	261	261	156	156	156
success dependent compensation	short-term compensation	0	0	0	0	0	0	0	0	0
	long-term component I	0	0	0	0	0	0	0	0	0
	long-term component II	0	0	0	0	0	0	0	0	0
	total	0	0	800	0	0	800	0	0	800
sum		1.004	1.004	1.400	261	261	1.400	156	156	1.400

Remuneration of Supervisory Board members

The remuneration of Supervisory Board members is specified in the Articles of Association or approved by the Annual General Meeting in accordance with Section 113 (1) sentence 2 AktG. Pursuant to Section 113 (1) sentence 3 AktG, the remuneration should be proportionate to the tasks of the Supervisory Board members and the situation of the Company.

The underlying remuneration system for the members of the Supervisory Board of Dr. Hönle AG is presented below.

Remuneration review procedure

The Supervisory Board reviews the appropriateness of the structure and level of its remuneration. For this purpose, the Supervisory Board evaluates the remuneration of the Supervisory Board at other comparable companies and compares it with the remuneration of the Supervisory Board of the Company. On the basis of this analysis, the Supervisory Board examines the appropriateness of its remuneration.

The German Stock Corporation Act [Aktiengesetz] provides for regular approval of the remuneration system by the Annual General Meeting at least every four years. Consequently, the Supervisory Board analyses the Company's remuneration system at least every four years in preparation for the respective resolutions. If there is reason to change the remuneration system, the Management Board and Supervisory Board shall submit a corresponding proposal for a resolution to the Annual General Meeting.

Actual structure of the compensation system

The remuneration contains exclusively fixed remuneration, based on the tasks and responsibilities of the Supervisory Board members. No further compensation such as for consulting or brokerage services applies. The remuneration of the Supervisory Board is set out in Section 14 of the Company's Articles of Association. The remuneration scheme is as follows:

Annual remuneration of €30,000 each is granted to the members of the Company's Supervisory Board. The Supervisory Board Chairman receives twice the amount of an ordinary member of the Supervisory Board, i.e. €60,000, and his deputy receives one and a half the amount of an ordinary Supervisory Board member, i.e. €45,000. The remuneration is due for payment to the members of the Supervisory Board four weeks after the end of the respective financial year. The above-stated remuneration to the Supervisory Board members was paid for the first time at the beginning of the October 01, 2018 financial year.

Members of the Supervisory Board who were not in office for the entire financial year receive one twelfth of the remuneration for each commenced month of their activity.

The members of the Supervisory Board are also reimbursed for expenses incurred within the scope of their duties. The turnover tax invoiced by a Supervisory Board member or disclosed in a credit note replacing the invoice will be paid additionally, based on the applicable statutory rate.

Granted and owed remuneration of the Supervisory Board

in T€	2022/2023	2021/2022
Niklas Friedrichsen (since 24.03.2022)	43	18
Dr. Bernhard Gimple	30	30
Günther Henrich	45	45
Prof. Dr. Karl Hönle (till 23.03.2023)	30	60
Prof. Dr. Imke Libon	30	30
Dr. Franz Richter (23.03.2023 – 30.04.2023)	5	0
	183	183

Comparative presentation of the annual change in the remuneration of Management Board and Supervisory Board members, the development of the Company's earnings and the average remuneration of employees over the last five financial years

	compensation		change 2022/2023		change 2021/2022		change 2020/2021		change 2019/2020		change 2018/2019	
	2022/2023	2021/2022	compared to in T€	2021/2022 in %	compared to in T€	2020/2021 in %	compared to in T€	2019/2020 in %	compared to in T€	2018/2019 in %	compared to in T€	2017/2018 in %
board members												
Norbert Haimerl till 30.04.2023	1.028	375	653	174	-322	-46	-22	-3	-153	-18	-250	-22
Rainer Pumpe since 01.01.2021	261	260	1	0	3	1	257	-	-	-	-	-
Dr. Franz Richter since 01.05.2023	156	0	156	-	-	-	-	-	-	-	-	-
Heiko Runge till 15.05.2022	0	1.573	-1.573	-100	911	138	-30	-4	-174	-20	-214	-20
supervisory board members												
Niklas Friedrichsen since 26.04.2022	43	18	25	139	18	-	-	-	-	-	-	-
Dr. Bernhard Gimple since 20.03.2015	30	30	0	0	0	0	0	0	0	0	6	25
Günther Henrich deputy chairman since 20.03.2015	45	45	0	0	0	0	0	0	0	0	9	25
Prof. Dr. Karl Hönle chairman till 23.03.2023	30	60	-30	-50	0	0	0	0	0	0	12	25
Prof. Dr. Imke Libon since 20.05.2021	30	30	0	0	12	67	18	-	-	-	-	-
Dr. Franz Richter since 01.05.2023	5	-	-	-	-	-	-	-	-	-	-	-
employees												
average compensation Dr. Hönle AG	63	53	10	16	2	4	6	13	-1	-3	-1	-1
earnings development												
consolidated net income	-10.928	-13.198	2.270	21	-8.338	-172	-10.465	-187	-6.791	-55	-9.330	-43
net income Dr. Hönle AG	-6.930	-21.364	14.434	208	-3.203	-18	-18.776	-3053	-1.526	-71	-2.192	-51

The average remuneration of the employees of Dr. Hönle AG is based on full-time equivalents, i.e. a pro-rata calculation of part-time employees excluding members of the Management Board, trainees and agency workers.

For the Management Board

Dr. Franz Richter
Management Board

For the Supervisory Board

Niklas Friedrichsen
Chairman of the Board

Report of the Independent Auditor on the Audit of the Compensation Report pursuant to Sec. 162 (3) AktG

To Dr. Hönle Aktiengesellschaft, Gilching

Audit Opinion

We have conducted a formal audit of the compensation report of Dr. Hönle Aktiengesellschaft, Gilching, for the financial year from 1 October 2022 to 30 September 2023 to determine whether the disclosures required by Sec. 162 (1) and (2) AktG ["Aktiengesetz": German Stock Corporation Act] have been made therein. In accordance with Sec. 162 (3) AktG we have not audited the content of the compensation report.

In our opinion, the disclosures required by Sec. 162 (1) and (2) have been made in the accompanying compensation report in all material respects. Our opinion does not cover the content of the compensation report.

Basis for the Opinion

We conducted our audit in accordance with Sec. 162 (3) AktG and the IDW Assurance Standard: Audits of Remuneration Reports pursuant to Sec. 162 (3) AktG (IDW AsS 870 (09.2023)). Our responsibilities under this provision and standard are further described in the "Responsibilities of the auditor" section of our report. As an audit firm, we applied the IDW Standard on Quality Management: Requirements for Quality Management in the Audit Firm (IDW QMS 1 (09.2022)). We complied with the professional obligations pursuant to the WPO ["Wirtschaftsprüferordnung": German Law Regulating the Profession of Wirtschaftsprüfer (German Public Auditor)] and the BS WP/vBP ["Berufssatzung für Wirtschaftsprüfer/vereidigte Buchprüfer": Professional Charter for German Public Accountants/German Sworn Auditors] including the requirements regarding independence.

Responsibilities of the Management Board and Supervisory Board

The Management Board and Supervisory Board are responsible for the preparation of the compensation report and the related disclosures in compliance with the requirements of Sec. 162 AktG. In addition, they are responsible for such internal control as they have determined necessary to enable the preparation of the compensation report free from material misstatement due to fraud (i.e. fraudulent financial reporting and misappropriation of assets) or error.

Responsibilities of the Auditor

Our objectives are to obtain reasonable assurance about whether the disclosures required by Sec. 162 (1) and (2) AktG are made in the compensation report in all material respects and to express an opinion thereon in a report.

We planned and performed our audit so as to determine the formal completeness of the compensation report by comparing the disclosures made in the compensation report with the disclosures required by Sec. 162 (1) and (2) AktG. In accordance with Sec. 162 (3) AktG, we have not audited the accuracy of the disclosures, the completeness of the individual disclosures or the fair presentation of the compensation report

Consideration of misrepresentations

In connection with our audit, our responsibility is to read the compensation report considering the knowledge obtained in the audit of the financial statements and, in doing so, remain alert for indications of whether the compensation report contains misrepresentations in relation to the accuracy of the disclosures, the completeness of the individual disclosures or the fair presentation of the compensation report.

If, based on the work we have performed, we conclude that there is a misrepresentation, we are required to report that fact. We have nothing to report in this regard.

Munich, 25 January 2024

RSM Ebner Stolz GmbH & Co. KG
Wirtschaftsprüfungsgesellschaft Steuerberatungsgesellschaft

Josef Eberl
Wirtschaftsprüfer
[German Public Auditor]

Fuat Kalkan
Wirtschaftsprüfer
[German Public Auditor]