

Wacker Neuson SE

Remuneration Report

2025

Remuneration Report 2025

I. General explanatory comments

The Executive Board and Supervisory Board of German listed companies are required to annually prepare a clear and understandable Remuneration Report. This report must present the remuneration granted and due to each individual current or former member of the Executive Board and the Supervisory Board by the company and by entities of the same Group in the last fiscal year. With this Remuneration Report in accordance with § 162 of the German Stock Corporation Act (AktG), Wacker Neuson SE fulfills this obligation for the fiscal year 2025.

A remuneration system for the Executive Board members of Wacker Neuson SE was approved for the first time by the Annual General Meeting on May 26, 2021 ("Remuneration System 2021+"). The Supervisory Board of Wacker Neuson SE reviewed this "Remuneration System 2021+" for the current reporting period on a regular basis, taking into account the company's strategic objectives with regard to market conformity and competitiveness. The "Remuneration System 2021+" had generally proven its worth, which is why fundamental adjustments were not necessary and only selective further development took place.

The Supervisory Board of Wacker Neuson SE therefore adopted the currently valid "Remuneration System 2025+" for the Executive Board members of the company, which continues to take into account the legal requirements of §§ 87 and 87a of the German Stock Corporation Act (AktG) as well as the recommendations of the German Corporate Governance Code in the version dated April 28, 2022 (in force since June 27, 2022), in its meeting on December 3, 2024 (hereinafter also the "remuneration system"). The remuneration system was approved by the Annual General Meeting of the company on May 23, 2025 with a majority of 95.14 percent of the votes cast; in addition, an adjusted system for the remuneration of Supervisory Board members was adopted by the same Annual General Meeting with a majority of 88.99 percent of the votes cast. Unless explicit reference is made in this Remuneration Report to the previous "Remuneration System 2021+", the statements refer in each case to this currently valid remuneration system.

The "Remuneration System 2021+" applied for the first time to the Executive Board contracts of all active Executive Board members from the 2023 reporting period and the remuneration system from the 2025 reporting period. As the remuneration of Mr. Alexander Greschner, who was first appointed as a member of the Executive Board in 2017, was still subject to a differing remuneration structure in previous years, from which variable remuneration and contributions to a pension plan are still subsequently owed, the structure of Mr. Greschner's Executive Board remuneration, which differed in previous years with regard to variable remuneration and the pension plan, is also described in this Remuneration Report.

In accordance with § 120a (4) AktG, this Remuneration Report will be submitted to the Annual General Meeting in May 2026 for approval. The Remuneration Report for the preceding fiscal year 2024 was approved by the company's Annual General Meeting on May 23, 2025 with a majority of 90.00 percent of the votes cast; in this respect – irrespective of the described regular self-review by the Supervisory

Board – there was also no reason to question the remuneration system, its implementation or the manner of remuneration reporting (§ 162 (1) sentence 2 no. 6 AktG).

II. Overview of the fiscal year 2025

Revenue and profitability developed increasingly positively over the course of the year

The fiscal year 2025 of Wacker Neuson SE and the Wacker Neuson Group (hereinafter referred to as the "Wacker Neuson Group," the "Group," or the "Corporate Group") was characterized by a gradual operational recovery following the weak year 2024, a stabilizing order backlog, and a solid financial structure. Over the course of the year, earnings quality strengthened, particularly in the second quarter, and the Group confirmed or rather specified its annual targets for 2025 despite a continued subdued market environment. Following the significant decline in demand in 2024, the first quarter of 2025 in particular was still characterized by weak revenue levels and low capacity utilization, while incoming orders have moved slightly above revenue levels since the beginning of the year (book-to-bill > 1). According to the IWF, the global economy grew more slowly, the construction industry recovered only sluggishly, and regional demand trends were heterogeneous, with weakness in Europe and North America and growth in China, among others. Although the industry associations VDMA, CECE, and CEMA signaled an improvement in sentiment and rising capacity utilization, they indicated only a gradual recovery of the construction and agricultural markets. From summer 2025, the introduced US tariffs on European machines and components had an increasingly negative impact on demand in North America. The Wacker Neuson Group was able to limit these effects through short-term adjustments in procurement, production, and logistics.

Strategically, the Wacker Neuson Group continued its efficiency agenda in 2025 and benefited in the first half of the year from the measures for cost reduction and process optimization started in 2024. A significant milestone was the start of production of the first compact excavator models from the cooperation with John Deere at the plant in Horsching near Linz, which is intended primarily to strengthen the market position in North America. The zero emission portfolio was expanded to include further fully electric excavators and wheel loaders, and additional new products were introduced in the area of Dual View dumpers as well as reversible battery and conventional vibratory plates. Strong impetus came from leading international trade fairs such as Bauma in April and Agritechnica in November 2025, where the brands Wacker Neuson, Kramer and Weidemann underscored their innovation capability with new zero emission machines, digital services and a revised machine design. These appearances contributed to the positive business development and the strengthening of brand perception over the course of the year.

At the end of 2025, revenue stood at EUR 2,218.8 million and was thus at the prior-year level as expected (2024: EUR 2,234.9 million). Thanks to the operational cost measures initiated in the fiscal year 2024, the EBIT margin increased compared to the previous year. Due to one-off effects in the fourth quarter of 2025 – essentially including additional legal and consulting costs in connection with takeover discussions with Doosan Bobcat Inc., additional provisions due to impacts of the price development in the fourth quarter on the company's virtual stock option plan as well as impairments on current and non-current assets – earnings before interest and taxes (EBIT) amounted to EUR 132.4 million. The EBIT margin thus amounted to 6.0 percent (2024: 5.5 percent) and was below the most recent guidance range.

Cash flow development influenced by inventory reduction

The gross cash flow (cash flow from operating activities before investments in net working capital) was at EUR 277.1 million 49.9 percent above the previous year (2024: EUR 184.8 million), primarily due to the higher EBT in the fiscal year 2025 and the positive change in other liabilities. After investments in net working capital and after income tax paid, cash flow from operating activities in the past fiscal year was at EUR 268.3 million and thus -12.1 percent below the previous year (2024: EUR 305.3 million). The decline is characterized by the lower change in net working capital compared to the previous year, in which, in particular, a significant reduction of inventories took place. Free cash flow, i.e. cash flow from operating activities less cash flow from investment activities, was at EUR 201.6 million above the prior-year figure (2024: EUR 184.6 million). The higher free cash flow resulted primarily from the significantly lower cash outflows for investments and cash outflows for additions to the scope of consolidation in the reporting period, while cash flow from operating activities declined compared to the previous year.

After the Group had concluded the fiscal year 2024 with declining revenue, the dividend distribution was adjusted downwards in May 2025 compared to the previous year. At EUR 0.60 per dividend-entitled non-par-value share, the total dividend distribution amounted to around EUR 40.8 million in 2025 and was thus below the previous year (distribution for fiscal year 2023 in 2024: EUR 1.15 per share and EUR 78.2 million, respectively).

Net financial debt decreased by -40.3 percent to EUR 185.4 million at the end of the year 2025 (December 31, 2024: EUR 310.6 million). The key drivers for this were the declines in non-current and current liabilities to financial institutions. As a result of the reduced net financial debt, the gearing (debt ratio) also decreased by 8.5 percentage points to 12.2 percent (December 31, 2024: 20.7 percent).

At the end of the fiscal year 2025, the capital employed by the Group was at a lower level than in the previous year at EUR 1,903.2 million (December 31, 2024: EUR 2,006.4 million). The NOPLAT calculated from EBIT for the fiscal year 2025 was higher than in the previous year at EUR 93.1 million (2024: EUR 85.1 million). The return on capital employed before taxes (ROCE I) calculated from the two aforementioned figures rose to 7.0 percent as a result of the increase in EBIT (2024: 6.1 percent). The return on capital employed after taxes (ROCE II) was also higher than the previous year's figure at 4.9 percent (2024: 4.2 percent).

Wide range of battery-electric powered light equipment and compact equipment

Part of the "Strategy 2030" - and firmly anchored in the product and technology roadmap for the next years - is the strategic leverage of zero emission solutions. With the zero emission product line, the Wacker Neuson Group offers a wide range of electrically operated compact equipment and light equipment. The general weak demand for emission-free products also negatively influenced demand for the Group's zero emission products in fiscal year 2025. Although revenue in some months of 2025 was still above the previous year, this development could not fully compensate for the decline in revenue.

III. Strategy and Executive Board remuneration

In its “Strategy 2030”, the Group expects to continue its growth course of the past years and significantly increase revenue and profit in the long-term. Looking ahead, the Group revenue is expected to grow to EUR 4 billion by 2030, up from approximately EUR 2.2 billion in the past fiscal year 2025. In parallel, the EBIT margin should sustainably remain above 11 percent in the coming years (2025: 6.0 percent). The targeted net working capital ratio of less than 30 percent strikes the right balance between operational resilience, considering challenging global supply chains, and generating free cash flow for sustainable growth. The remuneration system is designed to provide performance incentives for members of the Executive Board that are aligned with the Group’s growth strategy. The developments of revenue, profitability, cash generation and capital efficiency are therefore of central importance. Furthermore, the Group’s growth with battery operated products, which currently still account for a small share of Group revenue, represents a relevant metric.

IV. Overview of the remuneration system for the members of the Executive Board of Wacker Neuson SE

The key features of the remuneration system are described below. A complete description of the remuneration system is publicly accessible on the Wacker Neuson SE website at <https://www.wackerneusongroup.com/en/investor-relations/remunerationsystems>.

The remuneration system differs from the previous “Remuneration System 2021+” essentially in the following points, which are explained in more detail below:

- The maximum remuneration was increased in each case, from EUR 2,900,000.00 to EUR 3,830,000 for the Chief Executive Officer and from EUR 1,800,000.00 to EUR 2,310,000.00 for the ordinary Executive Board members.
- Within the framework of the long-term variable remuneration (LTI), the performance criterion “Strategic Target” was replaced by two new equally weighted strategic performance criteria relating to the light equipment segment.

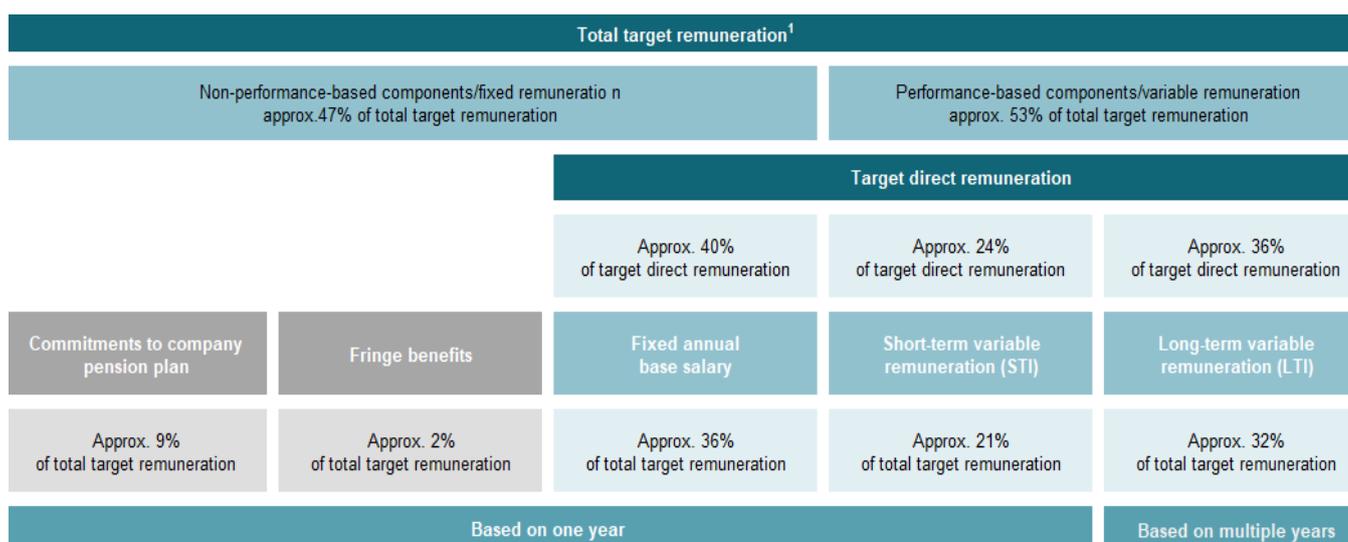
As explained above, the remuneration system applied to all active members of the Executive Board in the reporting period.

A. Structure of the remuneration system

The remuneration system comprises non-performance-related (fixed) and performance-related (variable) remuneration components. The fixed remuneration consists of a fixed salary, a retirement benefit amount and fringe benefits (namely company cars and insurance). The variable remuneration is linked to the achievement of certain targets and in turn comprises a short-term, one-year remuneration component (so-called Short-Term Incentive, STI) and a long-term, multi-year remuneration component (so-called Long-Term Incentive, LTI).

This remuneration structure applies uniformly to all Executive Board functions. Target setting is also identical for all Executive Board members, corresponding to the principle of joint responsibility of the Executive Board.

The following graphic shows the relative share of the respective remuneration components in the total target remuneration and thus also the percentage ratio of fixed and variable remuneration to each other:



¹ Remuneration structure based on the assumption that 100 percent of the targets will be achieved.

B. Overview of the remuneration components

The following table provides a schematic overview of the non-performance-related and performance-related components of the remuneration system for the Executive Board members of Wacker Neuson SE.

Remuneration components	Assessment base/parameter	
Non-performance-based components		
Fixed annual base salary	<ul style="list-style-type: none"> Fixed, contractual remuneration that is paid in twelve equal monthly installments 	
Commitments to company pension plan	<ul style="list-style-type: none"> Defined contribution pension commitments via a reinsured pension fund Annual contribution of an amount equal to approximately 25% of the respective applicable fixed salary <ul style="list-style-type: none"> Retirement benefit optionally as a lump sum or as a lifelong pension Retirement age 65 years – each with the possibility of taking benefits (with deductions) early from the age of 62 Thereby a choice between two benefit plans: <ul style="list-style-type: none"> Either: Additionally, a disability pension at 100% of the retirement pension and, in the event of death, a surviving dependents pension of 60% of the retirement pension Or: In case of disability and death before the commencement of pension, merely the payout of the provision balance with the forfeiture of subsequent retirement benefits; in case of death within 15 years after the commencement of the pension, a further payout of the pension until the 15th year after the commencement of the pension to surviving dependents 	
Fringe benefits	<ul style="list-style-type: none"> Private use of company cars insurance premium subsidies Special agreements that take into account the particularities of the individual case, e.g. temporary accommodation costs at the place of employment during a transition period 	
Performance-based components		
Short-term variable remuneration (STI) (see also the following graphical representation)	Plan type	<ul style="list-style-type: none"> Target bonus
	Term	<ul style="list-style-type: none"> One year
	Performance criteria	<ul style="list-style-type: none"> Revenue growth (25%) Margin of earnings before taxes (EBT margin) (25%) Margin of operating cash flows (25%) Quantitative sustainability objective (25%)
	Disbursement	<ul style="list-style-type: none"> In the month following the approval of the Consolidated Financial Statements
	Cap on the payout amount	<ul style="list-style-type: none"> Cap at 150% of the target amount
Long-term variable remuneration (LTI) (see also the following graphical representation)	Plan type	<ul style="list-style-type: none"> Virtual performance share plan
	Term	<ul style="list-style-type: none"> Four years Allocation on January 1 of each fiscal year
	Performance criteria	<ul style="list-style-type: none"> Relative Total Shareholder Return vs. SDAX (1/3) Return on Capital Employed (ROCE) (1/3) Two equally weighted strategic objectives relating to the light equipment business segment (each 1/6)
	Disbursement	<ul style="list-style-type: none"> In the month following the approval of the Consolidated Financial Statements for the last fiscal year of the four-year performance period. With the consent of the Executive Board member, the virtual performance share plan can also be settled with shares of the Group instead of a cash payment.
	Cap on the payout amount	<ul style="list-style-type: none"> Cap at 180% of the target amount

The Supervisory Board may deviate from components of the remuneration system in exceptional cases if this is necessary in the interest of the long-term welfare of the company. No use was made of this option in the 2025 fiscal year.

C. Components and strategic reference of the remuneration system

1. Fixed annual base salary

The fixed, contractually agreed remuneration secures an appropriate basic income and thereby enables the recruitment and retention of qualified members of the Executive Board, while at the same time counteracting the taking of excessive risks by the Executive Board members.

The necessary differentiation between the Executive Board members based on their respective function (e.g. as Chairman of the Executive Board), experience or specific requirements of their department is achieved through differing fixed salaries. From this, the other remuneration components are derived mathematically in accordance with the remuneration system.

2. Commitments for occupational pension plans

As part of competitive remuneration, the members of the Executive Board are promised the accumulation or safeguarding of an appropriate pension plan.

3. Fringe benefits

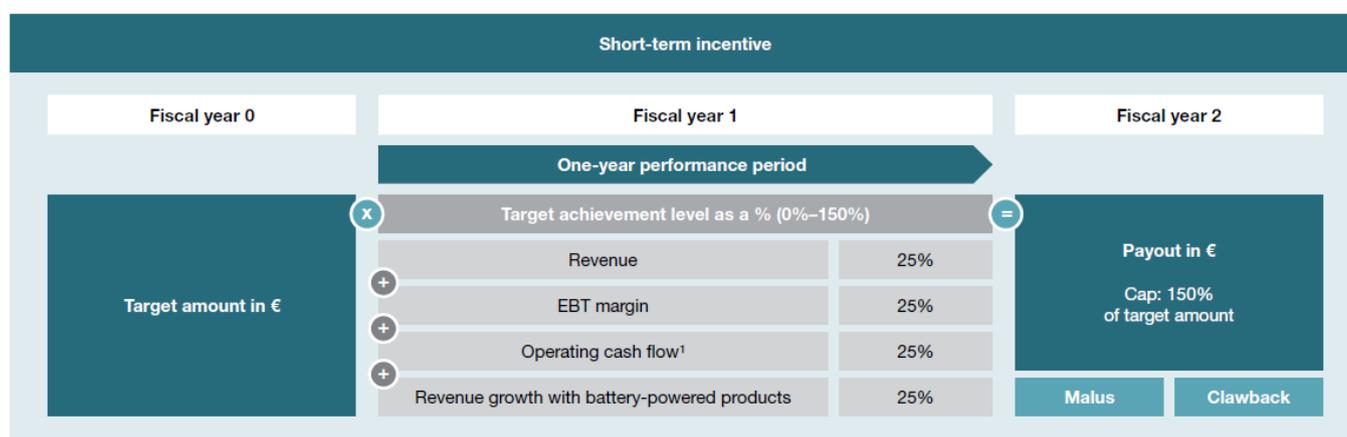
The promised fringe benefits round off the customary remuneration package and thus also serve to attract and retain qualified Executive Board members.

4. Short-term variable remuneration (STI)

The three financial performance criteria for calculating the payout amount from the STI are the revenue growth of the Wacker Neuson Group ("revenue growth"), the margin of earnings before taxes ("EBT margin") and the margin of operating cash flow ("OCF margin"). The quantitative sustainability criterion refers to revenue growth with battery-powered products.

- Revenue growth in percent refers to the increase in Group revenue in the respective fiscal year compared with the previous year. The performance criterion is in line with the Group's growth targets described in "Strategy 2030", which aims for a prospective increase of the Group revenue to EUR 4 billion based on current market scenarios and an average historical annual growth expectation (CAGR) of 8 percent.
- The EBT margin describes the return on revenue before taxes and is calculated as the quotient of EBT (Earnings Before Taxes) and revenue. It is consistent with the Group's profitability target anchored in the "Strategy 2030" of achieving an attractive EBIT margin (quotient of EBIT and revenue) anchored in the strategy. By basing this on EBT (in contrast to EBIT), the financial result is also included in the incentivization, creating additional incentives in the areas of Statement of Financial Position structure and financing.

- The OCF margin is the cash flow from operating activities ("operating cash flow") in relation to consolidated revenue. For smoothing purposes, the average operating cash flow of the fiscal year and the previous year is used. The operating cash flow describes the cash surplus generated in the operating business that is available to the Group for investments or to service its cost of capital. The inclusion of the operating cash flow margin in the remuneration system is a logical consequence of the strategic EBIT and net working capital targets in order to finance future investments and the Group's cost of capital for future growth from the strong foundation of the operating business.
- The quantitative sustainability target refers to the increase in Group revenue in the respective fiscal year compared to the previous year with battery-operated products, i.e. with particularly low-emission construction machines and equipment (zero emission product portfolio). Wacker Neuson SE is aware of its responsibility for an environmentally friendly, safe and ergonomic product range. With these particularly innovative and sustainable products, the Group strategically aims to create added value for its customers and the environment. At the same time, the Group strives to limit the ecological impact of its business activities to a minimum and simultaneously expand this market segment as an innovation leader.



¹ Rolling 2 year average.

5. Long-term variable remuneration (LTI)

The LTI is structured as a virtual performance share plan, under which virtual shares (performance shares) of Wacker Neuson SE are conditionally allocated on January 1 of each grant year. The three relevant performance criteria for calculating the payout amount from the LTI – in addition to the share price performance of Wacker Neuson SE – each weighted at one third, are the relative Total Shareholder Return ("TSR") compared to the SDAX, the Return on Capital Employed before taxes ("ROCE") and two quantitative strategic targets. The financial performance criteria used in the LTI are the development of the

TSR and the ROCE. The strategic targets are quantitative performance criteria. Under the "Remuneration System 2021+", only one quantitative performance criterion was defined.

The TSR describes the share price performance plus fictionally reinvested gross dividends during the performance period. The integration of the TSR into the "Remuneration System 2025+" is in line with the company's objective of sustainably increasing its enterprise value. To determine target achievement, the indexed TSR performance of Wacker Neuson SE is calculated and compared with the indexed TSR performance of the SDAX.

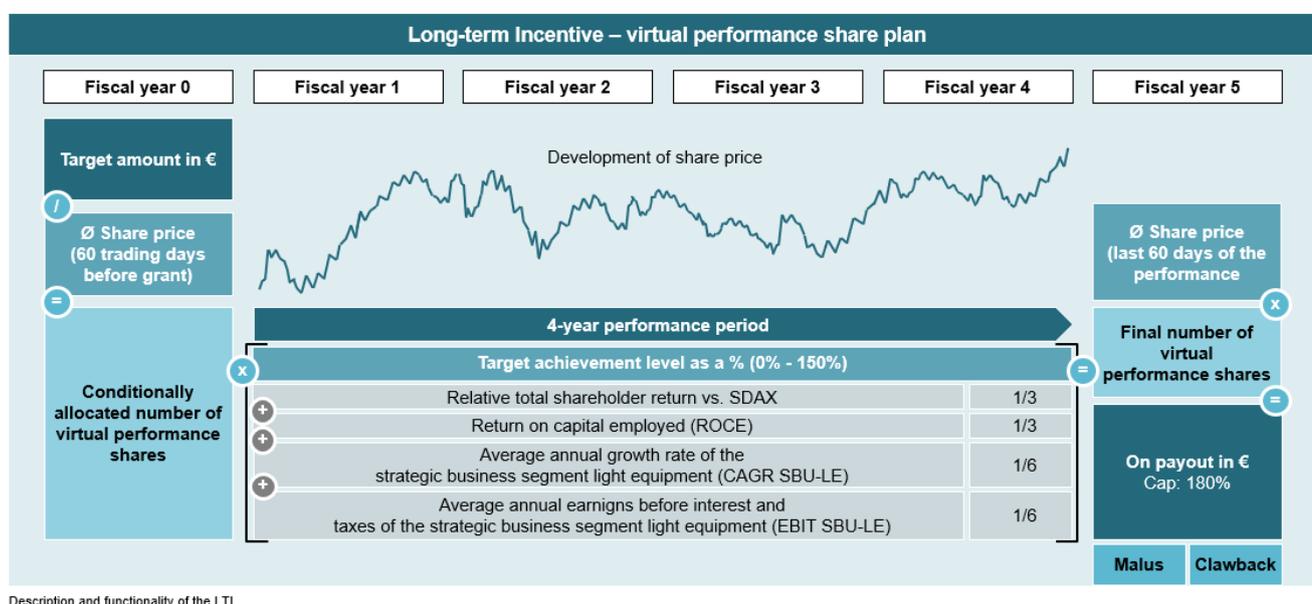
- The Group aims to work as efficiently as possible with the capital provided by shareholders and lenders. The return on capital employed before taxes (ROCE) is used as the primary metric for this purpose. ROCE corresponds to the ratio of EBIT (earnings before interest and taxes) to capital employed. The latter reflects the interest-bearing capital tied up in the Group for operating purposes. ROCE is particularly suitable for depicting long-term corporate success and connects the EBIT profitability target defined in the "Strategy 2030" with the efficiency target in the area of tied-up capital.

As one of the two strategic targets within the framework of the LTI, the Supervisory Board newly determined the compound annual growth rate (CAGR) of the strategic business unit Light Equipment for the remuneration system ("CAGR SBU-LE"). Another new strategic target within the framework of the LTI represents the average annual return on sales before interest and taxes of the strategic business unit light equipment as the quotient of its EBIT (earnings before interest and

taxes and revenue) related to the entire value chain of the Group and the revenue of the business segment ("EBIT SBU-LE").

These two performance criteria are intended to support the strategic further development and profitable expansion of this business segment. In this segment, the Group aims to expand its market-leading position in the area of light equipment, which includes profitability measures in addition to growth measures.

Under the previous "Remuneration System 2021+", which was applied for the fiscal years up to and including 2024 and is therefore still relevant for this report regarding the recognized previous year's figures, the Supervisory Board set the increase in the share of the strategic light equipment business segment in Group revenue as a strategic target within the framework of the LTI ("SBU revenue distribution").



Description and functionality of the LTI

In the event of extraordinary events or developments, e.g., in the case of acquisitions or disposals of companies, changes in the legal and/or regulatory general background, a disposal of real estate or real estate companies, or material changes in financing or measurement methods, the Supervisory Board is entitled to appropriately adjust the terms of the STI and/or the LTI at its reasonable discretion; this is typically done by the Supervisory Board in the context of target determination. For the 2025 fiscal year, there was no reason to make use of this option.

6. Malus and clawback

The service contracts of the Executive Board members contain provisions that grant the Supervisory Board discretion to withhold (malus) or reclaim (clawback) variable remuneration components in full or in part. A prerequisite for applicability is the existence of good cause within the meaning of § 626 of the German Civil Code (BGB) which would have entitled the company to terminate the employment relationship for good cause or which prompted such termination. This reinforces the incentives to comply with material statutory and contractual duties and to ensure the avoidance of inappropriate risks.

A clawback of STI or LTI amounts already paid out is permissible – calculated from the time at which the Supervisory Board obtains knowledge of the circumstances triggering the clawback – only for the last payout of STI and LTI made, but at the longest until the time at which the circumstances triggering the clawback occurred. LTI amounts paid out for a performance period must therefore, in accordance with the above stipulation, be repaid on a pro rata basis if applicable – starting from the time at which the circumstances triggering the clawback occurred. These provisions did not apply in the 2025 fiscal year.

7. Benefits at the beginning and termination of Executive Board activities

In the event of new appointments, the Supervisory Board may guarantee variable remuneration to newly joining Executive Board members to an appropriate extent for a limited period. This ensures competitive remuneration and thus enables the recruitment of qualified Executive Board members.

In the event of early termination of the service contract, any payments agreed upon may not exceed the value of two years' remuneration and may not exceed the value of the remuneration for the remaining term of the service contract (severance cap).

In the event of the termination of the Executive Board mandate due to revocation of appointment (dismissal) or resignation by the Executive Board member without good cause, the service contract ends upon expiry of the notice period, without the need for notice of termination. The notice period is calculated in accordance with § 622 of the German Civil Code (BGB). It is extended to twelve months to the end of the month if the Executive Board member is dismissed due to a withdrawal of confidence by the Annual General Meeting. If the Executive Board member resigns for good cause, the service contract also ends with a notice period of twelve months to the end of the month. In the event of revocation of appointment or resignation, the company may release the Executive Board member from the performance of their duties while continuing to pay their remuneration. During a release from duties, the variable remuneration components cease to apply pro rata temporis for the period of the release.

The Supervisory Board can stipulate that Executive Board members are subject to a post-contractual non-competition clause for a period of up to two years after termination of employment. In this case, Wacker Neuson SE undertakes to pay the Executive Board member remuneration ("remuneration for non-competition") for the duration of the post-contractual non-competition clause, which amounts to half of the contractual benefits last received by the Executive Board member for each year of the prohibition (§ 74 (2) HGB).

8. Crediting of secondary activities

The assumption of intragroup Supervisory Board mandates or comparable mandates by a member of the Executive Board is remunerated by the remuneration as a member of the Executive Board of Wacker Neuson SE. The remuneration for such Supervisory Board mandates and other offices which the member of the Executive Board holds in the interest of the company with the approval of the Supervisory Board is to be offset against the remuneration as a member of the Executive Board of Wacker Neuson SE. This ensures that neither the remuneration granted for such secondary activities nor the time involved lead to a conflict with the duties of the Executive Board member at Wacker Neuson SE.

D. Appropriateness of Executive Board remuneration

The presiding committee, which prepares Executive Board matters for the Supervisory Board, regularly reviews the remuneration system and the amounts of the individual Executive Board remuneration for appropriateness. In doing so, the Supervisory Board also draws on findings from horizontal and vertical market comparisons and, if necessary, is advised by external remuneration experts who are independent of both the Executive Board and the company:

- Horizontal market comparison

In this context, the Supervisory Board assesses the appropriateness of the specific total remuneration of the Executive Board members in comparison to other companies. For this purpose, the Supervisory Board compares both the target total direct remuneration and the maximum total direct remuneration as well as the individual remuneration components of the individual Executive Board members with two peer groups of other listed companies defined by it (peer group comparison).

When compiling the first peer group ("industry peer group"), the following industry-related companies, predominantly from the mechanical and plant engineering or the industrial and construction machinery sectors, which largely originate from Germany, were used (during the last review). When selecting these companies, the Supervisory Board ensures that the peer companies are comparable with the Wacker Neuson Group, particularly regarding the size categories of employees and revenue.

COMPARABLE COMPANIES IN THE INDUSTRY PEER GROUP FOR ASSESSING THE APPROPRIATENESS OF EXECUTIVE REMUNERATION (AS AT: AUGUST 2020)

Company	Industry	Country
DEUTZ AG	Industrial and construction machinery	DE
Dürr AG	Machine and systems manufacturing	DE
Heidelberger Druckmaschinen AG	Machine and systems manufacturing	DE
JOST Werke AG	Industrial and construction machinery	DE
Jungheinrich AG	Industrial and construction machinery	DE
KION GROUP AG	Machine and systems manufacturing	DE
KNORR-BREMSE AG	Machine and systems manufacturing	DE
Koenig & Bauer AG	Machine and systems manufacturing	DE
Krones AG	Machine and systems manufacturing	DE
KUKA AG	Machine and systems manufacturing	DE
LEONI AG	Industrial and construction machinery	DE
Manitou BF	Industrial and construction machinery	FR
NORMA Group SE	Machine and systems manufacturing	DE
PALFINGER AG	Industrial and construction machinery	AT
SAF-HOLLAND SE	Industrial and construction machinery	DE
SGL Carbon SE	Industrial and construction machinery	DE
STS Group AG	Industrial and construction machinery	DE
Vossloh AG	Machine and systems manufacturing	DE
Weir Group PLC	Machine and systems manufacturing	UK

In addition, the Supervisory Board examines remuneration in the SDAX ("SDAX peer group"), in which Wacker Neuson SE is currently listed, in a second horizontal market comparison. The horizontal comparison with the SDAX peer group also includes the market conformity of the pension expense for the pension plan in comparison with all German SDAX companies that grant their Executive Board members a defined contribution pension plan.

This second peer group includes all SDAX companies domiciled in Germany (excluding Wacker Neuson SE) that have disclosed their Executive Board members' remuneration on an individualized basis. In total, the SDAX peer group therefore comprised 62 companies (at the time of the last review). The last horizontal comparison of the SDAX peer group carried out was based on the composition of the SDAX index in August 2020.

Vertical market comparison

Here, the Supervisory Board assesses the appropriateness of the specific total direct remuneration of the Executive Board members within the company. To this end, it considers the relationship of the target total direct remuneration of the individual Executive Board members to both the average target total direct remuneration of senior management in Germany and the average total direct remuneration of the total workforce in Germany. This vertical comparison was last conducted in February 2025 for 2024 with external advice.

Senior management includes all managing directors of the German companies as well as other executives who report directly to the Executive Board. The total workforce comprises all tariff and non-tariff employees of Wacker Neuson SE and its German Group companies. Apprentices, students, interns/graduates, marginally employed staff and employees in partial retirement are not included. Senior management is not included in the analysis of the total workforce.

The total direct remuneration of these employee groups consists in each case of their fixed remuneration, a one-year variable remuneration and additional tariff-based benefits. Payments to employees for occupational pension plans, capital-building benefits, company cars or other individual allowances or bonuses were not included in the comparison. When assessing the appropriateness of the specific total remuneration, the Supervisory Board also takes into account the development over time of the circumstances described above.

E. Maximum remuneration

The total remuneration to be granted for a fiscal year (sum of all remuneration amounts expended for the relevant fiscal year including fixed annual basic salary, pension commitments, fringe benefits and variable remuneration) – irrespective of whether it is paid out in this fiscal year or at a later point in time – is limited to a maximum amount for the individual Executive Board members in accordance with § 87a (1) sentence 2 no. 1 AktG. This serves the avoidance of inappropriately high payouts. This maximum amount can only be achieved in the event of maximum target achievement of all STI and LTI performance criteria as well as a correspondingly positive development of the company's share price ("maximum remuneration"). As at the 2025 fiscal year, the values were increased as described above compared to the "Remuneration System 2021+". The maximum remuneration now amounts to

- EUR 3,830,000 for the Chief Executive Officer (previous year: EUR 2,900,000),
- for the ordinary members of the Executive Board EUR 2,310,000 each (previous year: EUR 1,800,000).

V. Former remuneration structure of Mr. Alexander Greschner

For Alexander Greschner (CSO), who has been a member of the Executive Board of the company since January 10, 2017, the “Remuneration System 2021+” described above only applied from the beginning of the 2023 fiscal year and the “Remuneration System 2025+” from the beginning of the 2025 fiscal year. Since bonuses and contributions to a pension plan are still owed for the last time in arrears in the 2025 reporting period under his previously applicable Executive Board service agreement, the differing remuneration structure previously applicable to Mr. Greschner is described below, insofar as the respective components are still relevant for the current reporting.

Principles of remuneration structure, remuneration components

Until the end of 2022, Mr. Greschner’s remuneration consisted of non-performance-related (fixed) and performance-related (variable) remuneration components that depended on the achievement of certain economic metrics. The variable remuneration in turn comprised a

component that had a purely short-term, one-year remuneration character (known as Short-Term Incentive, STI), a long-term, multi-year remuneration component (known as Long-Term Incentive, LTI) and a component that combined a short-term performance target with a long-term deferred payout and thus represented a combination of STI and LTI.

The fixed remuneration consisted of a fixed basic annual salary and fringe benefits (namely company cars and insurance). In addition, there was an individually agreed pension plan granted in the form of defined benefit pension commitments, supplemented by allowances for further defined contribution pension plans via direct company insurance or provident funds as well as a defined contribution pension commitment, whereby contributions for the latter were made for the last time in the 2024 fiscal year.

The following graphic provides a schematic overview only of those components of Mr. Greschner’s former remuneration structure that remain relevant for current reporting:

Remuneration components	Assessment base/parameter										
Performance-based components											
Bonus according to Group performance (STI/LTI)	<table border="1"> <tr> <td>Budget type</td> <td> <ul style="list-style-type: none"> Equity Interest (STI) and Deferral (LTI) </td> </tr> <tr> <td>Term</td> <td> <ul style="list-style-type: none"> One year (current fiscal year) or three years (current fiscal year and the two following fiscal years) </td> </tr> <tr> <td>Performance criteria</td> <td> <ul style="list-style-type: none"> Revenue EBIT margin </td> </tr> <tr> <td>Disbursement</td> <td> <ul style="list-style-type: none"> 60% upon approval of the Consolidated Financial Statements for the past fiscal year 40% upon approval of the Consolidated Financial Statements for the second fiscal year following the past fiscal year </td> </tr> <tr> <td>Cap on the payout amount</td> <td> <ul style="list-style-type: none"> Cap at EUR 500,000 </td> </tr> </table>	Budget type	<ul style="list-style-type: none"> Equity Interest (STI) and Deferral (LTI) 	Term	<ul style="list-style-type: none"> One year (current fiscal year) or three years (current fiscal year and the two following fiscal years) 	Performance criteria	<ul style="list-style-type: none"> Revenue EBIT margin 	Disbursement	<ul style="list-style-type: none"> 60% upon approval of the Consolidated Financial Statements for the past fiscal year 40% upon approval of the Consolidated Financial Statements for the second fiscal year following the past fiscal year 	Cap on the payout amount	<ul style="list-style-type: none"> Cap at EUR 500,000
Budget type	<ul style="list-style-type: none"> Equity Interest (STI) and Deferral (LTI) 										
Term	<ul style="list-style-type: none"> One year (current fiscal year) or three years (current fiscal year and the two following fiscal years) 										
Performance criteria	<ul style="list-style-type: none"> Revenue EBIT margin 										
Disbursement	<ul style="list-style-type: none"> 60% upon approval of the Consolidated Financial Statements for the past fiscal year 40% upon approval of the Consolidated Financial Statements for the second fiscal year following the past fiscal year 										
Cap on the payout amount	<ul style="list-style-type: none"> Cap at EUR 500,000 										

The Supervisory Board agreed in the service contract on the fixed basic annual salary as well as the target amounts for the variable short-term and long-term remuneration components, assuming full utilization of the respective agreed maximum amounts (together the “maximum direct remuneration”). Performance-related variable remuneration accounted for approx. 69 percent of the total maximum direct remuneration in this remuneration structure.

The maximum direct remuneration, together with the pension plan and fringe benefits, formed the “maximum total remuneration” within the meaning of the previous remuneration structure described here. Here, Mr. Greschner’s fixed annual base salary accounted for approx. 25 percent, the variable remuneration for approx. 57 percent, the pension plan for approx. 17 percent — whereby the service cost for the year under review pursuant to IAS 19 was used for the calculation of the performance-based commitment — and other fringe benefits for approx. one percent, based in each case on the maximum total remuneration.

1. Fixed remuneration components: pension plan

As part of a competitive remuneration, Mr. Greschner was granted the establishment or securing of an appropriate pension plan.

2. Variable remuneration

Bonus based on consolidated profit (STI/LTI)

The payment of the former bonus based on Group profit is determined using the following short-term and long-term parameters:

If, in the respective fiscal year, (i) the Group's applicable prior-year revenue is exceeded ("revenue component") and (ii) a Group EBIT margin of at least 7 percent of Group revenue is achieved ("EBIT component"), the Executive Board member receives the bonus based on Group performance. The revenue component is valued such that the Executive Board member receives EUR 600 for every EUR 1 million in additional revenue relative to the applicable prior-year revenue. The EBIT-component is valued such that the bonus amounts to 0.15 percent of the annual Group EBIT if an EBIT margin of 7 percent of Group revenue is exceeded. If only one of the two partial targets is achieved, the bonus resulting from the achieved component is reduced by 50 percent.

60 percent of the bonus based on Group performance is paid out after approval of the consolidated financial statements. The remaining share of 40 percent ("sustainability component") is due for payment after approval of the consolidated financial statements for the second fiscal year following thereafter. However, if an average EBIT margin of less than 5 percent is generated according to the consolidated financial statements in the two fiscal years following the fiscal year to which the respective sustainability component relates, this sustainability component is forfeited. The last sustainability component under the previous remuneration structure accrued to Mr. Greschner in 2025 and is therefore recognized in this 2025 Remuneration Report as remuneration granted and due in 2025.

The "Group earnings" component links the Group's strategic growth target with its strategic profitability target; the planned sustainability component ensures that profitability is sustainable and not distorted by one-off or pull-forward effects.

The bonus based on consolidated earnings is capped at a maximum amount of EUR 500,000.

For all of Mr. Greschner's former variable remuneration components described above, the Supervisory Board contractually reserved the right to impose a further cap on or reduction in the respective bonus in the event of special factors such as extraordinary developments or income that have a significantly positive effect on the amount of a bonus, to be determined by the Supervisory Board at its reasonable discretion. There was no reason to make use of this option when determining the variable remuneration under the former remuneration structure that was paid out in 2025.

VI. Remuneration of the Board of Management members in the reporting period

A. Target remuneration and remuneration structure

Before the start of the respective fiscal year, the Supervisory Board defines operational targets for the individual performance criteria, which are derived from the strategy of Wacker Neuson SE considering the respective budget or the medium-term planning and the return expectations. To ensure these targets do not fail to fulfill their incentive function, the Supervisory Board ensures, in its duty-bound discretion, that the targets are, on the one hand, ambitious, but on the other hand, remain achievable for the Executive Board member.

In accordance with the remuneration system, the Supervisory Board, following preparation by the Presiding Committee, has contractually determined the amount of target remuneration for all Executive Board members as presented in the following table. In doing so, it ensured that the total target remuneration is in appropriate proportion to the duties and performance of the respective Executive Board member. Furthermore, the Supervisory Board took into particular account the economic situation, the market environment, the success, and the future prospects of the Group, and paid special attention to the customary nature of the total target remuneration.

**TARGET REMUNERATION OF EXECUTIVE BOARD MEMBERS
(AMOUNTS IN EUR OR % OF TOTAL TARGET REMUNERATION)**

		Dr. Karl Tragl Chairman of the Executive Board since 01.06.2021				Felix Bietenbeck Member of the Executive Board since 01.10.2020			
		2024	in %	2025	in %	2024	in %	2025	in %
Non-performance-based remuneration	Fixed remuneration	802,500	36 %	840,000	36 %	504,000	36 %	504,000	36 %
	Fringe benefits ¹	12,761	1 %	19,898	1 %	20,247	1 %	21,116	2 %
Total fixed remuneration		815,261	37 %	859,898	37 %	524,247	37 %	525,116	38 %
Short-term remuneration (STI)	STI – Remuneration System 2021+	481,500	22 %	n.a.	n.a.	302,400	21 %	n.a.	n.a.
	STI – Remuneration System 2025+ ²	n.a.	n.a.	504,000	22 %			302,400	21 %
Total target remuneration STI		481,500	22 %	504,000	22 %	302,400	21 %	302,400	21 %
Long-term variable remuneration (LTI)	LTI – Remuneration System 2021+	722,250	33 %	n.a.	n.a.	453,600	32 %	n.a.	n.a.
	LTI – Remuneration System 2025+ ²	n.a.	n.a.	756,000	32 %	n.a.	n.a.	453,600	32 %
Total target remuneration LTI		722,250	33 %	756,000	32 %	453,600	32 %	453,600	32 %
Direct remuneration target		2,019,011	91 %	2,119,898	91 %	1,280,247	90 %	1,281,116	91 %
Pension expenses	Payments for company pension plans or service cost according to IAS 19 ^{1,3}	210,000	9 %	210,000	9 %	138,000	10 %	126,000	9 %
Total target remuneration (each including pension expenses)		2,229,011	100 %	2,329,898	100 %	1,418,247	100 %	1,407,116	100 %

¹ For fringe benefits and pension expenses, the actual values for the respective fiscal year were used, as no target values are set for this purpose.

² For the reporting period 2024, the "Remuneration System 2021+" still applied to the STI and LTI.

³ For defined contribution plans, the actual payments for company pension plans are stated; for de-fined benefit plans, the service cost in accordance with IAS 19.

**TARGET REMUNERATION OF EXECUTIVE BOARD MEMBERS
(AMOUNTS IN EUR OR % OF TOTAL TARGET REMUNERATION)**

		Christoph Burkhard Member of the Executive Board since 01.06.2021				Alexander Greschner Member of the Executive Board since 10.01.2017			
		2024	in %	2025	in %	2024	in %	2025	in %
Non-performance based remuneration	Fixed remuneration	481,500	36 %	504,000	36 %	450,000	35 %	450,000	36 %
	Fringe benefits ¹	17,921	1 %	18,515	1 %	20,903	2 %	21,538	2 %
Total fixed remuneration		499,421	37 %	522,515	37 %	470,903	37 %	471,538	38 %
Short-term variable remuneration (STI)	STI – Remuneration System 2021+	288,900	21 %			270,000	21 %		
	STI – Remuneration System 2025+ ²			302,400	22 %			270,000	21 %
Total target remuneration STI		288,900	21 %	302,400	22 %	270,000	21 %	270,000	21 %
Long-term variable remuneration (LTI)	LTI – Remuneration System 2021+	433,350	32 %			405,000	32 %		
	LTI – Remuneration System 2025+ ²			453,600	32 %			405,000	32 %
Total target remuneration LTI		433,350	32 %	453,600	32 %	405,000	32 %	405,000	32 %
Direct remuneration target		1,221,671	90 %	1,278,515	91 %	1,145,903	90 %	1,146,538	91 %
Pension expenses									
	Payments for company pension plans or service cost according to IAS 19 ^{1,3}	126,000	10 %	126,000	9 %	128,236	10 %	119,320	9 %
Total remuneration target (each including pension)		1,347,671	100 %	1,404,515	100 %	1,274,139	100 %	1,265,858	100 %

¹ For fringe benefits and pension expenses, the actual values for the respective fiscal year were used, as no target values are set for this purpose.

² For the reporting period 2024, the "Remuneration System 2021+" still applied to the STI and LTI.

³ For defined contribution plans, the actual payments for company pension plans are stated; for defined benefit plans, the service cost in accordance with IAS 19.

B. Remuneration granted and due in the reporting period

The expenses recognized in the fiscal year 2025 under IFRS for the remuneration of the active members of the Executive Board, as recognized in the notes to the consolidated financial statements, amounted to EUR 7.8 million. This corresponds to an increase of 116.67 percent compared to the previous year (EUR 3.6 million). This is primarily due to the revaluation of the LTI target remuneration as at the reporting date of December 31, 2025.

Remuneration granted and due to active members of the Executive Board in the reporting period within the meaning of § 162 (1) sentence 1 AktG in the past fiscal year

The following table presents the fixed and variable remuneration components granted and owed to current members of the Executive Board in the past fiscal year, including the respective relative proportion in accordance with § 162 (1) sentence 1, sentence 2 no. 1 AktG. This comprises the fixed annual remuneration paid out in the fiscal year 2025, the fringe benefits incurred in the fiscal year 2025 for all members of the Executive Board, the short-term variable remuneration for the fiscal year 2024 (STI 2024) as well as the long-term variable remuneration for the fiscal year 2021 (LTI 2021) with payment in 2025.

Remuneration is deemed to have been granted within the meaning of § 162 (1) sentence 1 AktG if it actually flows to the member of the governing body and therefore passes into his or her assets, irrespective of whether the inflow takes place in settlement of an obligation or without a legal basis. In the following table, remuneration is deemed to have been granted within the meaning of § 162 (1) sentence 1 AktG

(only) when it has actually flowed, irrespective of whether the underlying service has already been rendered completely.

The recognized amounts from short-term variable remuneration (STI 2024) therefore correspond to payments for services rendered in fiscal year 2024, as they actually flow only after the Statement of Financial Position has been adopted (performance period: January 2024 to December 2024, payment in April 2025). The STI 2024 for fiscal year 2024 is therefore regarded as remuneration granted in the reporting period 2025 within the meaning of § 162 (1) sentence 1 AktG, whereas the STI 2025 is not recognized in this Remuneration Report but will be recognized for the first time in Remuneration Report 2026 as remuneration granted in fiscal year 2026 within the meaning of § 162 (1) sentence 1 AktG.

The following applies to the LTI 2025: The underlying performance will be fully rendered by the end of the fiscal year on December 31, 2028 and the payout will accordingly only take place in the fiscal year 2029 (performance period: January 2025 to December 2028, payment expected in April 2029). The LTI 2025 for the fiscal year 2025 is therefore not recognized in this Remuneration Report, but rather for the first time in the Remuneration Report 2029 as remuneration granted in the fiscal year 2029 within the meaning of § 162 (1) sentence 1 AktG.

The same applies to the LTI 2022, LTI 2023 and the LTI 2024: These have a performance period from January 2022 to December 2025 (LTI 2022), 2023 to 2026 (LTI 2023) and 2024 to 2027 (LTI 2024), respectively, and are expected to be paid out in April 2026 (LTI 2022), in April 2027 (LTI 2023) and in April 2028 (LTI 2024), respectively, so that they will be recognized for the first time in the Remuneration Report 2026

as remuneration granted in the 2026 fiscal year (LTI 2022), in the Remuneration Report 2027 as in the 2027 fiscal year (LTI 2023) and in the Remuneration Report 2028 as in the 2028 fiscal year (LTI 2024), respectively, within the meaning of § 162 (1) sentence 1 AktG.

In contrast, the LTI 2021 was paid out in the reporting period 2025. This had a performance period from January 2021 to December 2024 and was paid out in April 2025, meaning that it is recognized for the first time in this Remuneration Report as remuneration granted in the fiscal year 2025 within the meaning of § 162 (1) sentence 1 AktG.

Accordingly, in this Remuneration Report, the sustainability component of the bonus based on Group success for Mr. Greschner for the 2022 fiscal year is recognized as remuneration granted in 2025 within the meaning of § 162 (1) sentence 1 AktG, since the underlying performance was fully rendered by the end of the fiscal year on December 31, 2022 and the sustainability component was paid out in April 2025 (performance period: January 2022 to December 2022, payment in April 2025). Remuneration is deemed to be owed within the meaning of § 162 (1) sentence 1 AktG if the company has a legally existing obligation towards a governing body member that is due but has not yet been fulfilled. During the reporting period, there were no circumstances requiring such "owed" remuneration to be recognized.

In addition, the Executive Board and Supervisory Board have decided to present the net accounting expense for the remuneration of the respective Executive Board member separately in the following table alongside the remuneration granted and owed within the meaning of § 162 (1) sentence 1 AktG in order to create transparency regarding the costs incurred for the Executive Board in the respective fiscal year from the perspective of the shareholders. By disclosing the remuneration granted and owed in the year of inflow on the one hand and the expense for remuneration in the year the expense is incurred on the other, the best possible transparency is also created in terms of timing.

Although the service cost for the occupational pension plan and the payments to the occupational pension plan are not to be classified as remuneration granted and due, these are additionally presented in the following table for reasons of transparency.

REMUNERATION GRANTED AND OWED TO THE CURRENT MEMBERS OF THE EXECUTIVE BOARD IN THE FISCAL YEAR 2025 IN ACCORDANCE WITH § 162 AKTG.

IN €

		Dr. Karl Tragl Chairman of the Executive Board since 01.06.2021					
		Net expenses according to IFRS	Remuneration granted and owed	In % of the total remuneration	Net ex- penses ac- cording to IFRS	Remuneration granted and owed	In % of the total remunera- tion
		2024	2024	2024	2025	2025	2025
Non-performance-based remuneration	Fixed remuneration	802,500	802,500	55 %	840,000	840,000	55 %
	Fringe benefits	12,761	12,761	1 %	19,898	19,898	1 %
Total fixed remuneration		815,261	815,261	56 %	859,898	859,898	56 %
Short-term variable remuneration (STI)	STI – Remuneration System 2021+	185,063	429,075	30 %	n.a.	180,563	12 %
	STI – Remuneration System 2025+	n.a.	n.a.	n.a.	189,000	n.a.	n.a.
Total STI		185,063	429,075	30 %	189,000	180,563	12 %
Long-term variable remuneration (LTI)	LTI – Remuneration System 2021+ ²	53,137	n.a.	n.a.	760,966	265,042	18 %
	LTI – Remuneration System 2025+ ²				850,256	n.a.	n.a.
	Bonus based on Group performance – immediately payable portion ^{1,3}	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Total LTI		53,137	n.a.	n.a.	1,611,222	265,042	18 %
Remuneration granted and owed in accordance with § 162 AktG			1,244,097	86 %		1,305,503	86 %
Pension expenses	Payments for company pension plans or service cost according to IAS 19 ⁴	210,000	210,000	14 %	210,000	210,000	14 %
Net expenses under IFRS (incl. pension expenses)		1,263,460			2,870,120		
Total remuneration (remuneration granted and owed including pension expenses)			1,454,336	100 %		1,515,503	100 %

¹ These remuneration components correspond to Mr. Greschner's old remuneration structure.

² The disclosure of the remuneration granted and owed refers to the payout of the respective fourth preceding year's granted LTI tranche. The disclosure of the net expense includes the granted LTI tranche in the current fiscal year, which will be paid out in the fourth following year at the time of the adoption of the Consolidated Financial Statements, as well as the revaluation of all newly granted LTI tranches.

³ The disclosure of the remuneration granted and owed refers to the payout of the sustainability share from the third preceding year, and the disclosure of the net expense refers to the sustainability share of the current fiscal year, which will be paid out in the second following year at the time of the adoption of the Consolidated Financial Statements (including the interest effects from the balance sheet).

⁴ For defined benefit plans, the actual expenses for the company pension plan are recorded, and for defined contribution plans, the service costs are disclosed in accordance with IAS 19.

REMUNERATION GRANTED AND OWED TO THE CURRENT MEMBERS OF THE EXECUTIVE BOARD IN THE FISCAL YEAR 2025 IN ACCORDANCE WITH § 162 AKTG.

IN €

		Felix Bietenbeck Member of the Executive Board since 01.10.2020					
		Net expenses according to IFRS	Remuneration granted and owed	In % of total remuneration	Net expenses according to IFRS	Remuneration granted and owed	In % of the total remuneration
		2024	2024	2024	2025	2025	2025
Non-performance based remuneration	Fixed remuneration	504,000	504,000	54 %	504,000	504,000	49 %
	Fringe benefits	20,247	20,247	2 %	21,116	21,116	2 %
Total fixed remuneration		524,247	524,247	56 %	525,116	525,116	51 %
Short-term variable remuneration (STI)	STI – Remuneration System 2021+ ¹	116,181	265,168	28 %	n.a.	113,400	11 %
	STI – Remuneration System 2025+ ²	n. a.	n. a.	n. a.	113,400	n. a.	
Total STI		116,181	265,168	28 %	113,400	113,400	11 %
Long-term variable remuneration (LTI)	LTI – Remuneration System 2021+ ²	867	n. a.	n. a.	464,177	272,615.	26 %.
	LTI – Remuneration System 2025+ ²	n. a.	n. a.	n. a.	510,147	n. a.	n. a.
	Bonus based on Group performance – Sustainability component ^{1,3}	n. a.	n. a.	n. a.	n. a.	n. a.	n. a.
Total LTI		867	n. a.	n. a.	974,324	272,615	26 %
Remuneration granted and owed in accordance with § 162AktG			789,415	84 %		911,131	88 %
Pension expenses	Payments for company pension plans or service cost according to IAS 19 ⁴	138,000	145,670	16 %	126,000	126,000	12 %
Net expenses under IFRS (incl. pension expenses)		779,295			1,738,839		
Total remuneration (remuneration granted and owed including pension expenses)			935,086	100 %		1,037,131	100 %

¹ These remuneration components correspond to Mr. Greschner's old remuneration structure.

² The disclosure of the remuneration granted and owed refers to the payout of the respective fourth preceding year's granted LTI tranche. The disclosure of the net expense includes the granted LTI tranche in the current fiscal year, which will be paid out in the fourth following year at the time of the adoption of the Consolidated Financial Statements, as well as the revaluation of all newly granted LTI tranches.

³ The disclosure of the remuneration granted and owed refers to the payout of the sustainability share from the third preceding year, and the disclosure of the net expense refers to the sustainability share of the current fiscal year, which will be paid out in the second following year at the time of the adoption of the Consolidated Financial Statements (including the interest effects from the balance sheet).

⁴ For defined benefit plans, the actual expenses for the company pension plan are recorded, and for defined contribution plans, the service costs are disclosed in accordance with IAS 19.

REMUNERATION GRANTED AND OWED TO THE CURRENT MEMBERS OF THE EXECUTIVE BOARD IN THE FISCAL YEAR 2025 IN ACCORDANCE WITH § 162 AKTG.

		Christoph Burkhard Member of the Executive Board since 01.06.2021					
		Net expenses according to IFRS	Remuneration granted and owed	In % of total remuneration	Net expenses according to IFRS	Remuneration granted and owed	In % of the total remuneration
		2024	2024	2024	2025	2025	2025
Non-performance-based remuneration	Fixed remuneration	481,500	481,500	55 %	504,000	504,000	55 %
	Fringe benefits	17,921	17,921	2 %	18,515	18,515	2 %
	Total fixed remuneration	499,421	499,421	57 %	522,515	522,515	57 %
Short-term remuneration (STI)	STI – Remuneration System 2021+ ¹	111,038	257,445	29 %	n.a.	108,338	12 %
	STI – Remuneration System 2025+ ²	n. a.	n. a.	n. a.	113,400	n. a.	n. a.
	Total STI	111,038	257,445	29 %	113,400	108,338	12 %
Long-term variable remuneration (LTI)	LTI – Remuneration System 2021+ ²	31,882	n. a.	n. a.	456,580	159,025	17 %
	LTI – Remuneration System 2025+ ²				510,147	n. a.	n. a.
	Bonus based on Group performance – Sustainability component ^{1,3}	n. a.	n. a.	n. a.	n. a.	n. a.	n. a.
	Total LTI	31,881	n. a.	n. a.	966,726	159,025	17 %
Remuneration granted and owed in accordance with § 162 AktG			756,866	86 %		789,878	86 %
Pension expenses	Payments for company pension plans or service cost according to IAS IAS 19 ⁴	126,000	126,000	14 %	126,000	126,000	14 %
Net expense under IFRS (incl. pension expenses)		768,340			1,728,643		
Total remuneration (remuneration granted and owed including pension expenses)			882,866	100 %		915,878	100 %

¹ These remuneration components correspond to Mr. Greschner's old remuneration structure.

² The disclosure of the remuneration granted and owed refers to the payout of the respective fourth preceding year's granted LTI tranche. The disclosure of the net expense includes the granted LTI tranche in the current fiscal year, which will be paid out in the fourth following year at the time of the adoption of the Consolidated Financial Statements, as well as the revaluation of all newly granted LTI tranches.

³ The disclosure of the remuneration granted and owed refers to the payout of the sustainability share from the third preceding year, and the disclosure of the net expense refers to the sustainability share of the current fiscal year, which will be paid out in the second following year at the time of the adoption of the Consolidated Financial Statements (including the interest effects from the balance sheet).

⁴ For defined benefit plans, the actual expenses for the company pension plan are recorded, and for defined contribution plans, the service costs are disclosed in accordance with IAS 19.

REMUNERATION GRANTED AND OWED TO THE CURRENT MEMBERS OF THE EXECUTIVE BOARD IN THE FISCAL YEAR 2025 IN ACCORDANCE WITH § 162 AKTG.

IN €

		Alexander Greschner Member of the Executive Board since 10.01.2017					
		Net expenses according to IFRS	Remuneration granted and owed	In % of the total remuneration	Net expenses according to IFRS	Remuneration granted and owed	In % of the total remuneration
		2024	2024	2024	2025	2025	2025
Non-performance-based remuneration	Fixed remuneration	450,000	450,000	44 %	450,000	450,000	51 %
	Fringe benefits	20,903	20,903	2 %	21,538	21,538	2 %
	Total fixed remuneration	470,903	470,903	46 %	471,538	471,538	53 %
Short-term variable remuneration (STI)	STI – Remuneration System 2021+	103,950	257,445	25 %	n.a.	101,250	11 %
	STI – Remuneration System 2025+	n. a.	n. a.	n.a.	101,250	n. a.	n.a.
	Total STI	103,950	257,445	25 %	101,250	101,250	11 %
Long-term variable remuneration (LTI)	LTI – Remuneration System 2021+ ²	137,953	n. a.	n. a.	299,276	n. a.	n. a.
	LTI – Remuneration System 2025+ ²				455,488		
	Bonus based on Group performance – Sustainability component ^{1,3}	4,630	175,981	17 %	10,093	200,000	23 %
	Total LTI	142,583	175,981	17 %	764,858	200,000	23 %
Remuneration granted and owed § 162 AktG		904,329	88 %		772,788	87 %	
Pension expenses	Payments for company pension plans or service cost according to IAS 19 ⁴	128,236	128,236	12 %	119,320	119,320	13 %
Net expenses under IFRS (incl. pension expenses)		845,671			1,456,965		
Total remuneration (remuneration granted and owed including pension expenses)			1,032,565	100 %		892,108	100 %

¹ These remuneration components correspond to Mr. Greschner's old remuneration structure.

² The disclosure of the remuneration granted and owed refers to the payout of the respective fourth preceding year's granted LTI tranche. The disclosure of the net expense includes the granted LTI tranche in the current fiscal year, which will be paid out in the fourth following year at the time of the adoption of the Consolidated Financial Statements, as well as the revaluation of all newly granted LTI tranches.

³ The disclosure of the remuneration granted and owed refers to the payout of the sustainability share from the third preceding year, and the disclosure of the net expense refers to the sustainability share of the current fiscal year, which will be paid out in the second following year at the time of the adoption of the Consolidated Financial Statements (including the interest effects from the balance sheet).

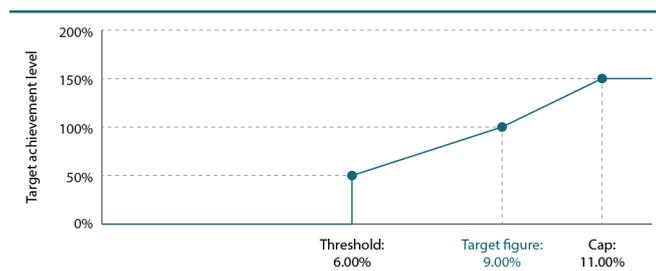
⁴ For defined benefit plans, the actual expenses for the company pension plan are recorded, and for defined contribution plans, the service costs are disclosed in accordance with IAS 19.

C. Explanations on target achievement

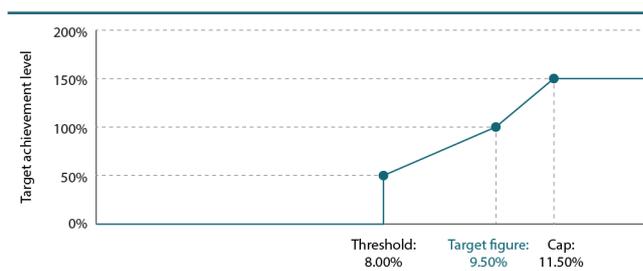
In the reporting period 2025, under the remuneration system, variable remuneration was paid out to all Executive Board members in relation to their activity in the fiscal year 2024, on the one hand in the form of the STI 2024, and recognized above as granted remuneration within the meaning of § 162 (1) AktG.

For the fiscal year 2024, the Supervisory Board had set the following target and threshold values for the four performance criteria of the STI 2024. The targets set were not adjusted compared to those for the fiscal year 2023, so that the target achievement curves presented graphically below applied unchanged for the fiscal year 2024 with regard to the respective performance criteria of the STI 2024:

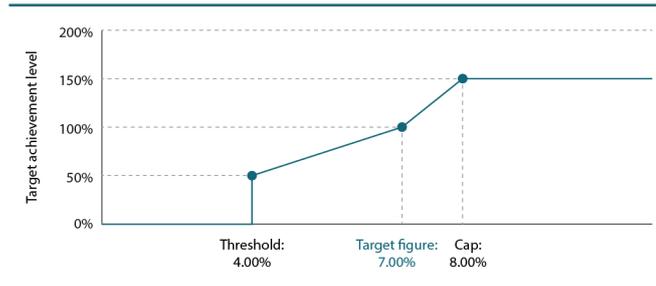
REVENUE GROWTH



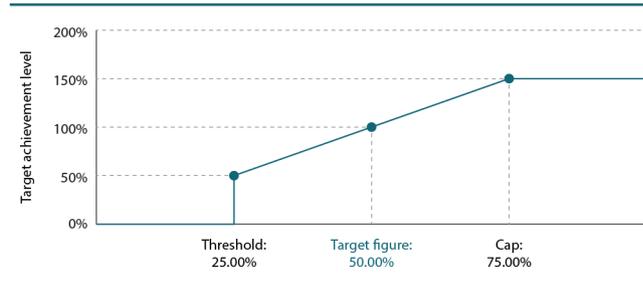
EBT-MARGIN



OFC-MARGIN



QUANTITATIVE SUSTAINABILITY TARGET



In 2025, the Supervisory Board determined the following target achievements for the STI 2024:

Performance criteria	Threshold for 50 % target achievement	Target value for 100 % target achievement	Maximum value for 150 % target achievement (Cap)	Actual value 2024	Target achievement 2024
Revenue growth	6.00	9.00	11.00	-15.82	0.00
EBT margin ¹	8.00	9.50	11.50	4.54	0.00
OCF margin	4.00	7.00	8.00	9.36	150.00
Quantitative sustainability target: Revenue growth with battery-powered products	25.00	50.00	75.00	-17.51	0.00
Total target achievement					37.50

For the members of the Executive Board, this resulted in the following payout amounts for the STI 2024 in the reporting period:

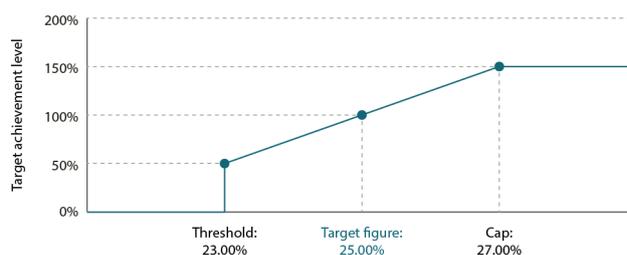
IN €

	Target amount for 2024	Target achievement 2024 per performance criteria				Total target achievement for 2024	Payout amount 2025
		Revenue growth (25 %)	EBT margin (25 %)	OCF margin (25 %)	Revenue growth with battery-powered products (25 %)		
Dr. Karl Tragl	481,500	0.00 %	0.00 %	150.00 %	0.00 %	37.50 %	180,563
Felix Bietenbeck	302,400	0.00 %	0.00 %	150.00 %	0.00 %	37.50 %	113,400
Christoph Burkhard	288,900	0.00 %	0.00 %	150.00 %	0.00 %	37.50 %	108,338
Alexander Greschner	270,000	0.00 %	0.00 %	150.00 %	0.00 %	37.50 %	101,250
Total	1,342,800						503,551

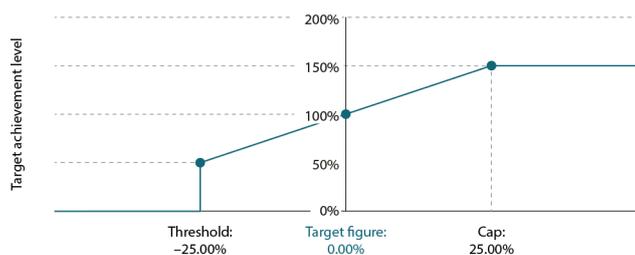
In the reporting period 2025, under the “Remuneration System 2021+”, a partly pro-rated long-term variable remuneration relating to their activity in the fiscal year 2021 in the form of the LTI 2021-2024 was additionally paid out to the Executive Board members Dr. Tragl, Burkhard and Bietenbeck and recognized above as granted remuneration within the meaning of § 162 (1) AktG.

For the 2021 fiscal year, the Supervisory Board had specified the following target and threshold values for the four performance criteria of the 2021-2024 LTI:

STRATEGIC TARGET

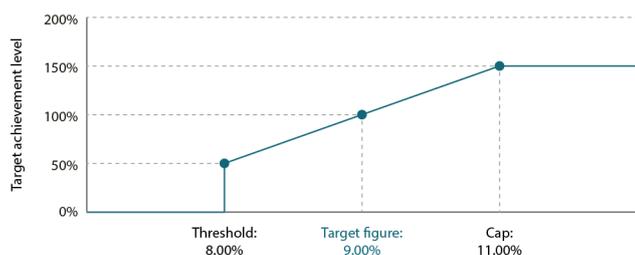


OUTPERFORMANCE – RELATIVE TSR



In 2025, the Supervisory Board determined the following target achievements for the 2021-2024 LTI:

ROCE



IN %					
Performance criteria	Threshold for 50 % target achievement	Target value for 100 % target achievement	Maximum value for 150 % target achievement (Cap)	Actual value 2021 - 2024	Target achievement 2021 - 2024
Outperformance – relative TSR	- 25.00	0.00	25.00	-3.63	92.74
ROCE	8.00	9.00	11.00	10.97	149.25
Strategic goal: SBU revenue recognition	23.00	25.00	27.00	21.01	0.00
Total target achievement					80.66

This resulted in the following payout amounts for the LTI 2021-2024 for the Executive Board members Dr Tragl, Burkhard and Bietenbeck in the reporting period:

IN €			
	Dr. Karl Tragl	Felix Bietenbeck	Christoph Burkhard
	Chairman of the Executive Board since 01.06.2021	Member of the Executive Board since 01.10.2020	Member of the Executive Board since 01.06.2021
each referring to LTI 2021 - 2024			
Target amount for tranche ¹	393,750	405,000	236,250
Initial share price	16.86	16.86	16.86
Number of conditional allocated virtual performance shares	23,354 St.	24,021 St.	14,012 St.
Outperformance – relative TSR (1/3)	92.74 %	92.74 %	92.74 %
ROCE (1/3)	149.25 %	149.25 %	149.25 %
Strategic goal: SBU revenue recognition (1/3)	0.00 %	0.00 %	0.00 %
Overall target achievement	80.66 %	80.66 %	80.66 %
Final number of virtual performance shares	18,837 St.	19,376 St.	11,302 St.
Closing price	14.07	14.07	14.07
Payout amount for 2025	265,042	272,615	159,025

¹ For Dr. Tragl and Mr. Burkhard proportionally from 01.06.2021

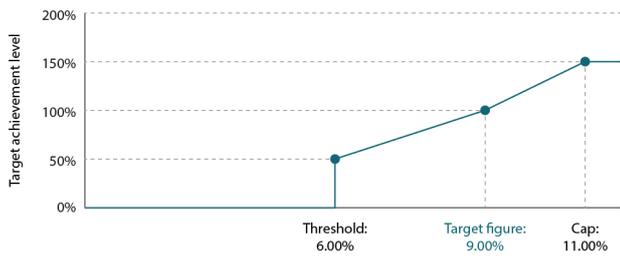
Outlook performance criteria STI and LTI

The following disclosures on the application of the performance criteria for the STI 2025, the LTI 2022 - 2025 and the LTI 2025 - 2028 are made voluntarily for reasons of transparency. The payouts of the STI 2025 and of the LTI 2022 - 2025 are each made only in the fiscal year 2026 and are accordingly only recognized in the Remuneration Report for the fiscal year 2026 as remuneration granted and due. The LTI 2025 - 2028 is not paid out until the year 2029 and is to this extent only recognized in the Remuneration Report for the fiscal year 2029 as remuneration granted and due.

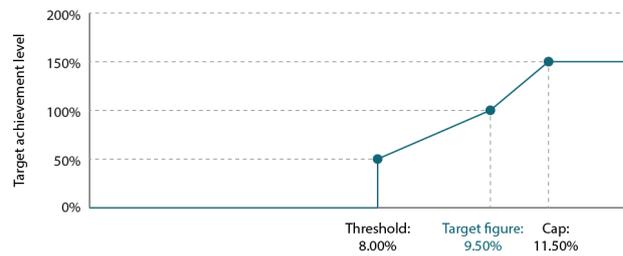
Short-term variable remuneration (STI) under the remuneration system

Before the beginning of the 2025 fiscal year, the Supervisory Board had specified the following target and threshold values for the four performance criteria of the STI 2025, unchanged from 2024, under the remuneration system.

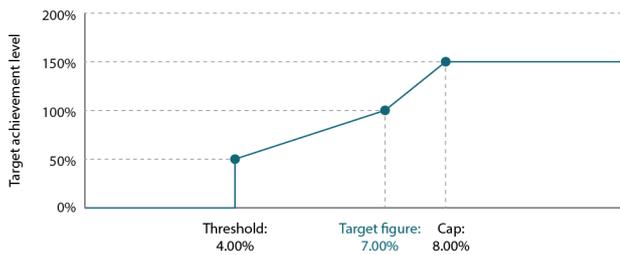
REVENUE GROWTH



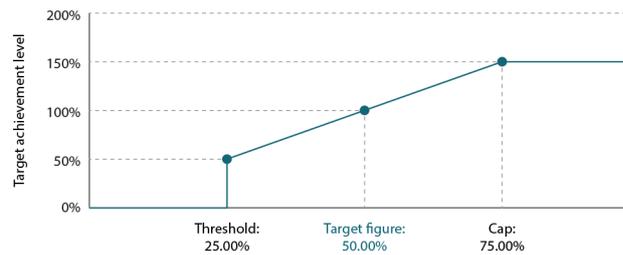
EBT MARGIN



OCF-MARGIN



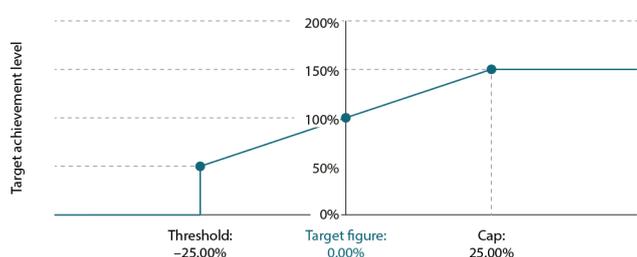
QUANTITATIVE SUSTAINABILITY TARGET



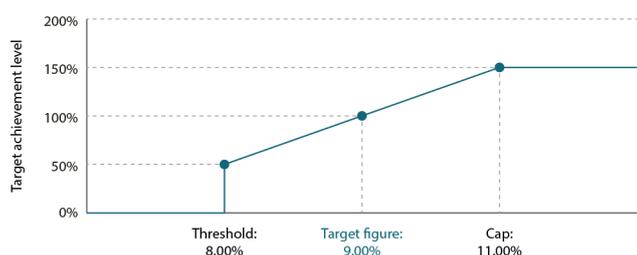
Long-term variable remuneration (LTI) under the remuneration system

Before the start of fiscal year 2025, the Supervisory Board defined targets and threshold values for the now four performance criteria of the LTI for the “Remuneration System 2025+”, such that the target achievement curves presented below apply to the LTI tranche 2025 – 2028 issued for fiscal year 2025 with regard to the respective performance criteria. The target definitions for the LTI tranche for the fiscal years 2025 – 2028 were adjusted in this regard only through the definition of now two strategic targets compared to only one strategic target under the “Remuneration System 2021+”.

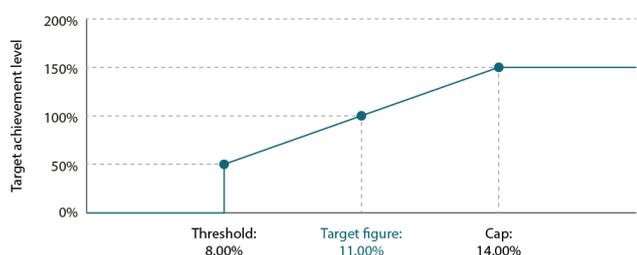
OUTPERFORMANCE – RELATIVE TSR



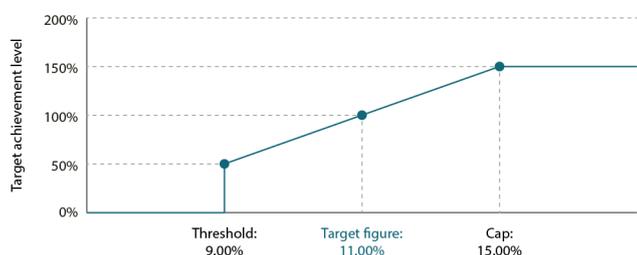
ROCE



STRATEGIC TARGET CAGR SBU-LE



STRATEGIC TARGET EBIT SBU-LE



In summary, this results in the following targets for the LTI tranche 2025 – 2028

Performance criteria	Threshold for 50 % target achievement	Target value for 100 % target achievement	Maximum value for 150 % target achievement (Cap)
Outperformance – relative TSR	- 25.00	0.00	25.00
ROCE	8.00	9.00	11.00
Strategic goal: CAGR SBU-LE	8.00	11.00	14.00
Strategic goal: EBIT SBU-LE	9.00	11.00	15.00

Under the “Remuneration System 2021+”, the performance period of the second LTI tranche 2022 does not end until December 31, 2025, for the third LTI tranche 2023 not until December 31, 2026, for the fourth LTI tranche 2024 not until December 31, 2027 and for the fifth LTI tranche 2025 (this under the “Remuneration System 2025+”) not until December 31, 2028. In this respect, the Executive Board members received only payouts from the first LTI tranche 2021 in the fiscal year 2025, the performance period of which ended on December 31, 2024; this represents remuneration granted and due in accordance with § 162 (1) AktG for the reporting period 2025.

Before the start of the fiscal year 2022, the Supervisory Board had defined target and threshold values for Executive Board members Dr. Tragl, Burkhard and Bietenbeck under the “Remuneration System 2021+” for the then three performance criteria of the LTI 2022 - 2025. With regard to these target achievement curves relevant for the expired performance period 2022 - 2025, the following target achievements result for the LTI 2022 - 2025:

IN %

Performance criteria	Threshold for 50 % target achievement	Target value for 100 % target achievement	Maximum value for 150 % target achievement (Cap)	Actual value 2022 - 2025	Target achievement 2022 - 2025
Outperformance – relative TSR	- 25.00	0.00	25.00	-8.29	83.42
ROCE	8.00	9.00	11.00	9.38	109.5
Strategic goal: SBU revenue recognition	23.00	25.00	27.00	20.84	0.00
Total target achievement					64.31

For Executive Board members Dr. Tragl, Burkhard and Bietenbeck, this corresponds to the following total target achievements for the LTI 2022 – 2025 or amounts to be paid out in 2026 under the “Remuneration System 2021+”:

IN €

	Dr. Karl Tragl Chairman of the Executive Board 01.06.2021	Felix Bietenbeck Member of the Executive Boards 01.10.2020	Christoph Burkhard Member of the Executive Board 01.06.2021
each referring to LTI 2022 - 2025			
Target amount for tranche	675,000	405,000	405,000
Initial share price	26.92	26.92	26.92
Number of conditional allocated virtual performance shares	25,078 St.	15,047 St.	15,047 St.
Outperformance – relative TSR (1/3)	83.42 %	83.42 %	83.42 %
ROCE (1/3)	109.50 %	109.50 %	109.50 %
Strategic goal: SBU revenue recognition (1/3)	0.00 %	0.00 %	0.00 %
Overall target achievement	64.31 %	64.31 %	64.31 %
Final number of virtual performance shares	16,128 St.	9,677 St.	9,677 St.
Closing price	20.69	20.69	20.69
Payment amount for 2026	333,694	200,216	200,216

In addition, the following table lists, for information purposes, the key data for all performance shares issued in the respective LTI tranches 2023, 2024 and 2025, as well as their fair value as at December 31, 2025, presented separately for all members of the Executive Board:

IN €

	Tranche	Target amount	Initial share price	Conditionally allocated virtual performance shares	Maximum possible virtual performance shares (150% target achievement)	Fair value as of 31.12.2025
Dr. Karl Tragl	LTI 2023 ¹	675,000	16.08	41,978	62,966	661,997
	LTI 2024 ¹	722,250	17.71	40,782	61,173	585,159
	LTI 2025	756,000	14.07	53,731	80,597	850,245
Felix Bietenbeck	LTI 2023 ¹	417,150	16.08	25,942	38,913	409,114
	LTI 2024 ¹	433,350	17.71	25,613	38,419	365,758
	LTI 2025	453,600	14.07	32,239	48,358	510,147
Christoph Burkhard	LTI 2023 ¹	405,000	16.08	25,187	37,780	397,198
	LTI 2024 ¹	453,600	17.71	24,469	36,704	351,095
	LTI 2025	453,600	14.07	32,239	48,358	510,147
Alexander Greschner	LTI 2023 ¹	405,000	16.08	25,187	37,780	397,198
	LTI 2024 ¹	405,000	17.71	22,868	34,303	328,127
	LTI 2025	405,000	14.07	28,785	43,177	455,488
Total		5,984,550		379,019	568,528	5,821,673

¹ These LTI tranches are still governed by the "Remuneration System 2021+".

Short-term and long-term remuneration for Mr. Alexander Greschner

In the reporting period 2025, the sustainability component of the bonus based on Group profit for the fiscal year 2022 was paid out to Mr. Alexander Greschner as variable remuneration in accordance with his previous remuneration structure and recognized accordingly in this report as remuneration granted within the meaning of § 162 (1) of the AktG for the reporting period 2025. This payout was based on the application of the following performance criteria:

Performance criterion	Minimum value of the performance criterion	Achieved value of the performance criterion	Amounted earned in (Cap)	Maximum value of the performance criterion	Cap on the payout €	In 2025 remuneration granted and owed in €
Bonus based on Group performance 2022 – sustainability share for payment in 2025 (LTI)	> 5% (based on the average Group EBIT margin of the annual periods 2023 and 2024)	7.89 %	200,000 €	n.a	n.a €	200,000 €

Starting from the 2023 fiscal year, the targets described above in accordance with the “Remuneration Systems 2021+” and 2025+ also apply to Mr. Greschner’s variable remuneration.

D. Compliance with the maximum remuneration

The maximum remuneration of the members of the Executive Board can always only be checked retrospectively once the payout amount of the LTI tranche launched for the respective fiscal year has been determined. Since all mentioned members of the Executive Board received an LTI tranche with the validity period 2025 – 2028 in the reporting period, this review with regard to the 2025 reporting period will only take place upon payment of the LTI tranche in the 2029 fiscal year, meaning that compliance with the maximum remuneration within the meaning of § 162 (1) sentence 2 no. 7 AktG can only be reported in the Remuneration Report for the 2029 fiscal year, which will be submitted to the Annual General Meeting in 2030. Similarly, compliance with the maximum remuneration of Dr Tragl, Mr. Bietenbeck and Mr. Burkhard for the 2022 fiscal year can only be reported in the Remuneration Report for the 2026 fiscal year, compliance for the 2023 fiscal year only in the Remuneration Report for the 2027 fiscal year, and compliance for all members of the Executive Board for the 2024 fiscal year only in the Remuneration Report for the 2028 fiscal year.

Compliance with the maximum remuneration for 2021 can now be determined following the settlement of the 2021-2024 LTI tranche in the 2025 fiscal year. Actual remuneration for 2021 amounts to 69.86% for Dr Tragl (pro rata), 68.90% for Mr. Bietenbeck and 67.94% for Mr. Burkhard (pro rata) of the respective applicable maximum remuneration.

E. Commitments for occupational pension plans and surviving dependents’ benefits

Under the remuneration system, the company grants each member of the Executive Board a fixed annual amount for the purpose of building up a pension plan, which is paid into a reinsured support fund offering pension benefits in accordance with the benefit plan selected by the respective member of the Executive Board; see also the overview in section IV.B.

In accordance with the differing remuneration structure previously applicable to him, Mr. Alexander Greschner is entitled to receive an old-age pension from a defined benefit pension commitment already earned prior to the reporting period. The corresponding service cost and the pension provision existing in this context in accordance with IAS 19 are shown in the following table. The company had also granted Mr. Greschner a further pension commitment in the form of a defined contribution benefit commitment, for which the committed annual contribution was paid for the last time in 2024 and used to finance reinsurance cover.

For the nature and amount of benefits from the aforementioned contribution-based pension schemes, reference is made to the overview in section IV.B and, for Mr. Greschner, to section V.A above; the contributions made by the company for this purpose are listed in the following table. For contribution-based pension schemes, the contribution actually paid is recognized in each case, while for Mr. Greschner’s defined benefit pension schemes, the service cost in accordance with IAS 19 is recognized.

COMPANY PENSIONS

	Contribution		Service cost in accordance with IAS 19		Present value of obligation ¹ as of	
	2024	2025	2024	2025	31.12.2024	31.12.2025
	Dr. Karl Tragl	210,000	210,000	–	–	769,927
Felix Bietenbeck	138,000	126,000	–	–	511,058	663,846
Christoph Burkhard	126,000	126,000	–	–	458,744	590,293
Alexander Greschner	112,500	112,500	15,736	6,727	1,650,337	1,857,574

¹ For congruently reinsured defined contribution plans, e.g., through a support fund, the assets of the corresponding reinsurance contracts are recognized instead of the present value of the claims.

The present values of the defined benefit obligations for all former members of the Executive Board – measured in accordance with IAS 19 – amounted to EUR 27,220,946 as at the reporting date (December 31, 2024: EUR 29,388,793).

F. Benefits to former members of the Board of Management

Mr. Martin Lehner (CEO and CTO) already stepped down from the Executive Board of Wacker Neuson SE effective December 31, 2020. His service contract expired as scheduled on March 31, 2021 following a three-month release phase.

Under contract, Mr. Lehner is entitled to a transition payment and a subsidy for private health insurance for a period of 60 months after leaving the Executive Board. These benefits have been provided by the company since April 2021 and throughout the entire reporting period.

Remuneration granted and due to former Executive Board members in the past fiscal year

The following table shows the fixed and variable remuneration components granted and owed in the past fiscal year to former members of the Executive Board who ended their activity within the last 10 fiscal years, including the respective relative share in accordance with § 162

of the German Stock Corporation Act (AktG), the fringe benefits incurred in the fiscal year, payments of transitional allowances and redundancy payments in connection with a post-contractual non-compete clause as agreed upon contractually, as well as current pension plan payments.

Even though the service cost for the occupational pension plan and the payments to the occupational pension plan are not to be classified as remuneration granted and due, these are additionally disclosed in the following table for reasons of transparency, as is the net accounting expense for the remuneration of the respective Executive Board member. Regarding the interpretation of the terms “granted” and “due” applied here in accordance with § 162 (1) sentence 1 AktG, reference is furthermore made to section VII.B above.

For other former Executive Board members who left the Executive Board more than 10 years ago and therefore need not be named, pension payments totaling EUR 944,799 were made in the 2025 fiscal year (2024: EUR 920,856). These are shown in the table as a total line item.

REMUNERATION GRANTED AND OWED TO THE FORMER MEMBERS OF THE EXECUTIVE BOARD IN THE FISCAL YEAR 2025 IN ACCORDANCE WITH § 162 AKTG

		Martin Lehner ² Member of the Executive Board from 18.10.2007 to 31.08.2017 Chairman of the Executive Board from 01.09.2017 to 31.12.2020					
		Net expense according to IFRS	Remuneration granted and owed ¹	In % of the total remuneration	Net expense according to IFRS	Remuneration granted and owed ¹	In % of the total remuneration
		2024	2024	2024	2025	2025	2025
Non-performance-based remuneration	Fixed remuneration	–	–	0 %	–	–	0 %
	Fringe benefits	–	3,679	2 %	–	4,004	3 %
	Current pension payments	–	–	0 %	–	–	0 %
Total fixed remuneration		–	3,679	2 %	–	4,004	3 %
	Bonus based on Group performance – Sustainability components ^{2,3}	n.a.	73,325	32 %	n.a.	–	n.a.
Total LTI		n.a.	73,325	32 %	n.a.	–	n.a.
Total fixed remuneration	Severance payments	–	150,000	66 %	–	150,000	97 %
Subtotal		–	150,000	66 %	–	150,000	97 %
Remuneration granted and owed¹ in accordance with § 162 AktG			227,004	100 %		154,004	100 %
Pension expenses	Payments for company pension plans or service cost according to IAS 19 ⁴	–	–	0 %	–	–	0 %
Net expenses under IFRS (incl. pension expenses)		–			–		
Total remuneration (remuneration granted and owed including pension expenses)			227,004	100 %		154,004	100 %

¹ In the relevant fiscal years, no remuneration granted and owed were incurred.

² These remuneration components correspond to the previous remuneration structure, comparable to Mr. Greschner.

³ The disclosure for the remuneration granted and due refers to the payout of the sustainability component from the third preceding fiscal year, the disclosure for the net expense to the sustainability component of the current fiscal year, which will be paid out with the adoption of the Consolidated Financial Statements for the second following fiscal year.

⁴ For defined benefit plans, the actual expenses for the company pension plan are recorded, and for defined contribution plans, the service costs are disclosed in accordance with IAS 19.

**REMUNERATION GRANTED AND OWED TO THE FORMER MEMBERS OF THE EXECUTIVE BOARD IN THE FISCAL YEAR 2025
IN ACCORDANCE WITH § 162 AKTG**

IN €

Günther Binder²
Member of the Executive Board from 18.10.2007 to 31.12.2016

		Net expense according to IFRS	Remuneration granted and owed ¹	In % of the total remun- eration	Net expense according to IFRS	Remuneration granted and owed ¹	In % of the total remun- eration
		2024	2024	2024	2025	2025	2025
Non-performance-based remuneration	Fixed remuneration	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
	Fringe benefits	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
	Ongoing pension payments	n.a.	n.a.	n.a.	–	77,481	100 %
Total fixed remuneration		n.a.	n.a.	n.a.	–	77,481	100 %
	Bonus based on Group perfor- mance – immediately payable share ²	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Total STI		n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
	Bonus based on Group earnings ²	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
	Bonus based on Group perfor- mance – Sustainability compo- nent ^{2,3}	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Total LTI		n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Other remuneration components	Remuneration for non-competi- tion	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
	Severance payments	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Subtotal		n.a.	n.a.	n.a.	–	77,481	100 %
Remuneration granted and owed¹ in accordance with § 162 AktG		n.a.	n.a.	n.a.		77,481	100 %
Pension expenses	Payments for company pension plans or service cost according to IAS 19 ⁴	n.a.	n.a.	n.a.	–	–	0 %
Net expense under IFRS (incl. pension expenses)		n.a.	n.a.	n.a.	–		
Total remuneration (remuneration granted and due in- cluding pension expenses)		n.a.	n.a.	n.a.		77,481	100 %

¹ In the relevant fiscal years, no remuneration owed were incurred.

² These remuneration components correspond to the previous remuneration structure, comparable to Mr. Greschner.

³ The disclosure for the remuneration granted and owed refers to the payout of the sustainability component from the third preceding fiscal year, the disclosure for the net expense to the sustainability component of the current fiscal year, which will be paid out with the adoption of the Consolidated Financial Statements for the second following fiscal year.

⁴ For defined benefit plans, the actual expenses for the company pension plan are recorded, and for defined contribution plans, the service costs are disclosed in accordance with IAS 19.

**REMUNERATION GRANTED AND OWED TO THE FORMER MEMBERS OF THE EXECUTIVE BOARD IN THE FISCAL YEAR 2025
IN ACCORDANCE WITH § 162 AKTG**

IN €

		Additional former Executive Board members (cumulative information) (retired for more than 10 years)					
		Net expense according to IFRS	Remuneration granted and owed ¹	In % of total remuneration	Net expense according to IFRS	Remuneration granted and owed ¹	In % of total remuneration
		2024	2024	2024	2025	2025	2025
Non-performance-based remuneration	Fixed remuneration	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
	Fringe benefits	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
	Ongoing pension payments	–	920,856	100 %	–	944,799	100 %
Total fixed remuneration	–	920,856	100 %	–	944,799	100 %	
	Bonus based on Group performance – immediately payable share ²	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Total STI		n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
	Bonus based on Group earnings ²	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
	Bonus based on Group performance – Sustainability component ^{2,3}	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Total LTI		n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Other remuneration components	Remuneration for non-competition	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
	Severance payments	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Subtotal		n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Remuneration granted and owed¹ in accordance with § 162 AktG		–	920,856	100 %	–	944,799	100 %
Pension expenses	Payments for company pension plans or service cost according to IAS 19 ⁴	–	–	0 %	–	–	0 %
Net expense under IFRS (incl. pension expenses)		–			–		
Total remuneration (remuneration granted and due including pension expenses)			920,856	100 %		944,799	100 %

¹ In the relevant fiscal years, no remuneration granted and owed were incurred.

² These remuneration components correspond to the previous remuneration structure, comparable to Mr. Greschner.

³ The disclosure for the remuneration granted and owed refers to the payout of the sustainability component from the third preceding fiscal year, the disclosure for the net expense to the sustainability component of the current fiscal year, which will be paid out with the adoption of the Consolidated Financial Statements for the second following fiscal year.

⁴ For defined benefit plans, the actual expenses for the company pension plan are recorded, and for defined contribution plans, the service costs are disclosed in accordance with IAS 19.

VII. Remuneration of the Supervisory Board

Remuneration system for the Supervisory Board members of Wacker Neuson SE

The remuneration of the Supervisory Board is governed by § 14 of the Articles of Incorporation of Wacker Neuson SE, which is permanently accessible on the company's website at <https://www.wackerneuson-group.com/en/investor-relations/remunerationsystems>. According to this, the members of the Supervisory Board receive fixed remuneration for their activities, the specific amount of which depends on the tasks assumed in the Supervisory Board or its committees. In addition, the members of the Supervisory Board receive an attendance fee as well as variable, performance-related remuneration. This remuneration regulation is based on a resolution of the Annual General Meeting of May 22, 2012.

By resolution of the Annual General Meeting on May 23, 2025, the Articles of Incorporation and thus the remuneration system for the Supervisory Board were amended. The previously existing and described concept was adhered to. However, the annual remuneration for ordinary membership of a committee was increased from EUR 5,000.00 previously to EUR 10,000.00 now. The chairman of a committee now receives "3.0 times" instead of the previous "double" the remuneration of an ordinary committee member. In addition, the amount of the attendance fee per Supervisory Board meeting was increased from EUR 1,500.00 to EUR 2,500.00 per meeting. These amendments take into account the growing responsibility and the complex requirements placed on the members and chairmen of the Supervisory Board committees. At the same time, competitive remuneration was ensured to attract qualified and experienced Supervisory Board members. Otherwise, the remuneration of the members of the Supervisory Board remained unchanged.

This adjusted and currently valid remuneration system for the Supervisory Board was approved by the Annual General Meeting of the company on May 23, 2025 with a majority of 88.99 percent of the votes cast. The Remuneration Report for the preceding fiscal year 2024 was approved by the Annual General Meeting of the company on May 23, 2025 with a majority of 90.00 percent of the votes cast; in this respect, there was also no reason to question the remuneration system for the Supervisory Board, its implementation or the manner of remuneration reporting (§ 162 (1) sentence 2 no. 6 AktG). The remuneration of the Supervisory Board members according to this remuneration system governed by § 14 of the Articles of Incorporation consists of a fixed annual amount of EUR 30,000, which is due and payable in four equal installments at the end of each quarter for the expiring quarter.

The higher time commitment of the Chairman and the Deputy Chairman of the Supervisory Board as well as of the chairmen and members of committees is taken into account by the fact that the Chairman of the Supervisory Board receives 2.0 times and his Deputy 1.5 times the Base remuneration of an ordinary Supervisory Board member. Ordinary membership in committees is additionally remunerated with EUR 10,000 annually; committee chairmen receive an additional 3.0 times this amount per chairmanship.

Each member of the Supervisory Board receives a performance-related remuneration of 0.05 percent of the Group result after taxes as reported in the approved consolidated financial statements of Wacker Neuson SE for the respective fiscal year. The performance-related remuneration of the Supervisory Board is not to be regarded as a management incentive or bonus for the Supervisory Board for the long-

term development of the company, but is intended to enable the remuneration to "breathe" in less successful years. The performance-related remuneration shall in no case amount to more than 0.75 times the respective fixed remuneration (including committee remuneration) of the Supervisory Board member. For a Supervisory Board member, the share of fixed remuneration is therefore at least 57 percent and the share of variable remuneration is a maximum of 43 percent of the total remuneration. The variable remuneration is due for payment upon the resolution of the Supervisory Board approving the consolidated financial statements for the relevant fiscal year.

In addition, Supervisory Board members receive an attendance fee of EUR 2,500 for each Supervisory Board meeting they attend, payable at the end of each calendar quarter. For multiple Supervisory Board meetings taking place on one day, the attendance fee is granted only once.

The members of the Supervisory Board also receive reimbursement of their expenses, including any value added tax incurred on their Supervisory Board activities. In addition, the company insures the members of the Supervisory Board at its own expense against civil and criminal claims, including the respective costs of legal defense in connection with the performance of their mandates, and takes out appropriate legal protection and directors and officers liability insurance (D&O insurance) for this purpose.

Supervisory Board members who are members of the Supervisory Board and/or its committees for only part of the fiscal year shall receive only pro-rata remuneration. There is no further remuneration in the event of retirement or provision regarding remuneration after the term of office.

Remuneration of the Supervisory Board in the reporting period

The individual remuneration of the Supervisory Board members for the 2025 fiscal year is presented in the following table, whereby the remuneration of the Supervisory Board members included therein reflects the "remuneration granted and due" in accordance with § 162 (1) sentence 1 AktG within the meaning of the understanding described above in section VII.B. In this respect, the disclosure of remuneration granted and due for the 2025 reporting period includes the fixed remuneration 2025, the remuneration for committee activities in 2025, the attendance fees for 2025 and the performance-based remuneration for the preceding fiscal year 2024, which was paid out in 2025.

In the fiscal year, performance-based remuneration was paid out, which was determined based on the Group earnings after tax of Wacker Neuson SE in the 2024 fiscal year amounting to EUR 70.2 million. The performance-based remuneration corresponds to 0.05 percent of the Group earnings after tax. Consequently, for the performance-based remuneration granted in the reporting period, a cap of 0.75 times the respective fixed remuneration (including committee remuneration) applied for some Supervisory Board members in accordance with § 14 (2) of the Articles of Incorporation of Wacker Neuson SE.

In total, remuneration for the activities of the members of the Supervisory Board of Wacker Neuson SE, as recognized in the notes to the consolidated financial statements, amounted to EUR 0.7 million in fiscal year 2025 (2024: EUR 0.5 million).

**REMUNERATION GRANTED AND OWED TO THE CURRENT MEMBERS OF THE SUPERVISORY BOARD IN THE FISCAL YEAR 2025
ACCORDING TO § 162 AKTG**

IN €

		Fixed remuneration		Remuneration of committee activities		Attendance fee		Performance-based remuneration from the prior fiscal year		Total remuneration (remuneration granted and due)
Johann Neunteufel (Chairman)	2024 ¹	60,000	46 %	10,000	8 %	9,000	6 %	52,500 ²	40 %	131,500
	2025	60,000	39 %	30,000	20 %	27,500	18 %	35,067	23 %	152,567
Ralph Wacker (Vice Chairman)	2024 ¹	45,000	43 %	10,000	10 %	9,000	8 %	41,250 ²	39 %	105,250
	2025	45,000	35 %	20,000	15 %	30,000	23 %	35,067	27 %	130,067
Mag. Kurt Helletzgruber (until 05/2025)	2024 ¹	30,000	39 %	10,000	13 %	7,500	9 %	30,000 ²	39 %	77,500
	2025 ³	12,500	20 %	12,500	20 %	7,500	12 %	30,000 ²	48 %	62,500
Christian Kekelj (Employee)	2024 ¹	30,000	49 %	–	0 %	9,000	14 %	22,500 ²	37 %	61,500
	2025	30,000	36 %	–	0 %	30,000	36 %	22,500 ²	28 %	82,500
Prof. Dr. Matthias Schüppen	2024 ¹	30,000	38 %	10,000	13 %	9,000	11 %	30,000 ²	38 %	79,000
	2025	30,000	24 %	33,333	28 %	30,000	24 %	30,000 ²	24 %	123,333
Peter Riegler (since 05/2025)	2024 ¹	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	2025 ³	20,000	40 %	6,667	14 %	22,500	46 %	n/a	n/a	49,167
Elvis Schwarzmaier (Employee)	2024 ¹	30,000	43 %	5,000	7 %	9,000	13 %	26,250 ²	37 %	70,250
	2025	30,000	31 %	10,000	10 %	30,000	31 %	26,250 ²	28 %	96,250
Total	2024 ¹	225,000	43 %	45,000	9 %	52,500	9 %	202,500	39 %	525,000
	2025	227,500	33 %	112,500	16 %	177,500	25 %	178,885	26 %	696,385

¹ Supervisory Board remuneration granted in 2024 pursuant to the remuneration system effective until December 31, 2024.

² Cap at 0.75 times the fixed remuneration, including committee activities.

Costs, additionally reimbursed costs for the Supervisory Board and sales taxes are not included in the above table.

³ 2025 remuneration prorated accordingly.

VIII. Comparative presentation

The following comparative presentation shows the annual change in the remuneration granted and due of current and former members of the Executive Board and Supervisory Board in comparison with the company's earnings performance.

The remuneration of the Executive Board and Supervisory Board members included in the table represents the remuneration granted and due in the respective fiscal year in accordance with § 162 AktG within the meaning of the interpretation applied for this Remuneration Report. To the extent that members of the Supervisory Board were previously members of the Executive Board of Wacker Neuson SE and received remuneration for this, this is taken into account in the comparative presentation only with regard to remuneration as a member of the Executive Board, but not with regard to Supervisory Board remuneration. This applies solely to Mr. Mag. Kurt Helletzgruber for the 2021 fiscal year.

The development of earnings is generally presented on the basis of the development of the net income of Wacker Neuson SE in accord-

ance with § 275 (2) No. 17 HGB. Since the remuneration of the Executive Board members is also significantly dependent on the development of Group key figures, the development of the Group earnings recognized in the consolidated financial statements is also presented as the earnings development of the Group.

A comparative presentation of the Executive Board and Supervisory Board remuneration with the remuneration of employees on a full-time equivalent basis according to § 162 (1) sentence 2 no. 2 AktG had to be included according to § 26j (2) sentence 2 EG AktG for the first time in the Remuneration Report for the fiscal year 2022 and then only for the fiscal years 2021/2022. However, the Executive Board and Supervisory Board have again decided to include this comparative presentation for the fiscal years from 2020 onwards. The presentation of the average remuneration of employees on a full-time equivalent basis is based on the total workforce of the Group in Germany.

The actual remuneration granted and due to the Executive Board and the Supervisory Board as well as the remuneration of employees may fluctuate from year to year, depending on the actual payout of performance-related or KPI-based bonuses in a given year.

**COMPARATIVE PRESENTATION - REMUNERATION OF THE EXECUTIVE BOARD AND THE SUPERVISORY BOARD
IN RELATION TO EMPLOYEE REMUNERATION AND PERFORMANCE DEVELOPMENT
(INCLUDING REMUNERATION GRANTED AND OWED IN ACCORDANCE WITH § 162 AKTG EXCLUDING PENSION EXPENSES)**

IN €

	2025	2024	Change in 2025 compared to 2024 in %	2023	Change in 2024 compared to 2023 in %	2022	Change in 2023 compared to 2022 in %	2021	Change in 2022 compared to 2021
Current members of the Executive Board									
Dr. Karl Tragl (since 06/2021)	1,305,503	1,244,336	5 %	1,157,026	8 %	1,125,956	3%	443,524	154%
Felix Bietenbeck (since 10/2020)	911,131	789,415	15 %	720,296	10 %	844,004	-15%	639,282	32%
Christoph Burkhard (since 06/2021)	789,878	756,866	4 %	704,415	7 %	685,469	3%	270,431	153%
Alexander Greschner (since 01/2017)	772,788	904,329	-15 %	1,171,358	-23 %	1,220,236	-4%	956,334	28%
Former members of the Executive Board									
Mag. Kurt Helletzgruber (12/2020 to 05/2021)	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	682,607	n.a.
Martin Lehner (until 12/2020)	154,004	227,004	-32 %	348,951	-35 %	1,281,197	-73%	1,417,779	-10%
Wilfried Trepels (until 11/2020)	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	267,579	n.a.
Günther Binder (until 12/2016)	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Current members of the Supervisory Board									
Johann Neunteufel (Chairman)	152,567	131,500	16 %	130,000	1 %	134,500	-3%	86,169	56%
Ralph Wacker (Vice Chairman)	130,067	105,250	24 %	105,250	0 %	93,250	13%	71,169	31%
Christian Kekelj	82,500	61,500	34 %	61,500	0 %	64,500	-5%	46,169	40%
Peter Riegler (since 05/2025)	49,167	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Prof. Dr. Matthias Schüppen	123,333	79,000	56 %	79,938	-1 %	87,000	-8%	61,169	42%
Elvis Schwarzmaier	96,250	70,250	37 %	70,250	0 %	73,250	-4%	51,169	43%
Former members of the Supervisory Board									
Mag. Kurt Helletzgruber (until 05/2025)	62,500	77,500	-19 %	76,563	1 %	81,063	-6%	28,614	183%

IN € MILLION

	2025	2024	Change in 2025 compared to 2024	2023	Change in 2024 compared to 2023	2022	Change in 2023 compared to 2022	2021	Change in 2022 compared to 2021
			in %		in %		in %		
Performance indicators¹									
Net profit of Wacker Neuson SE in accordance with § 275 (2) No. 17 HGB	93.5	103.3	-9 %	162.0	-36 %	135.4	20 %	85.2	59 %
Consolidated net profit under IFRS	78.8	70.2	12 %	185.9	-62 %	142.6	30 %	137.9	3 %

¹ In accordance with the audited Annual or Consolidated Financial Statements, as applicable, for the corresponding fiscal year.

IN €

	2025	2024	Change in 2025 compared to 2024	2023	Change in 2024 compared to 2023	2022	Change in 2023 compared to 2022	2021	Change in 2022 compared to 2021
			in %		in %		in %		in %
Employee remuneration¹									
Employees of the Wacker Neuson Group in Germany	91,746	89,630	2 %	84,645	6 %	79,829	6 %	78,178	2 %

Munich, March 19, 2026

Hans Neunteufel

Chairman of the Supervisory Board

Dr. Karl Tragl

Chairman of the Executive Board

Auditor's report on the audit of the Remuneration Report

To Wacker Neuson SE, Munich

We have audited the attached remuneration report of Wacker Neuson SE, Munich, prepared in accordance with Section 162 of the German Stock Corporation Act (AktG) for the fiscal year from January 1 to December 31, 2025, including the related disclosures.

Responsibility of the Management Board and the Supervisory Board

The Management Board and the Supervisory Board of Wacker Neuson SE are responsible for preparing the remuneration report, including the accompanying disclosures, in accordance with the requirements of Section 162 of the German Stock Corporation Act (AktG). The legal representatives and the Supervisory Board are also responsible for the internal controls they deem necessary to enable the preparation of a remuneration report, including the related disclosures, that is free from material misstatements due to fraudulent acts (i.e., accounting manipulation and financial losses) or errors.

Responsibility of the Auditor

Our responsibility is to express an opinion on this remuneration report, including the related disclosures, based on our audit. We conducted our audit in accordance with the German Standards on Auditing established by the Institute of Public Auditors in Germany (IDW). Accordingly, we are required to comply with professional obligations and to plan and perform the audit in such a manner as to obtain reasonable assurance as to whether the remuneration report, including the related disclosures, is free from material misstatements.

An audit involves performing audit procedures to obtain audit evidence regarding the valuations contained in the compensation report, including the related disclosures. The selection of audit procedures is within the auditor's professional judgment. This includes assessing the risks of material misstatements — whether intentional or unintentional — in the compensation report, including the related disclosures. In assessing these risks, the auditor considers the internal control system relevant to the preparation of the remuneration report, including the related disclosures. The objective is to plan and perform audit procedures that are appropriate in the circumstances, but not to express an opinion on the effectiveness of the company's internal control system. An audit also includes an assessment of the accounting policies applied, the reasonableness of the estimates made by the legal representatives and the Supervisory Board in the financial statements, and an assessment of the overall presentation of the remuneration report, including the related disclosures.

We believe that the audit evidence we have obtained is sufficient and appropriate to serve as a basis for our audit opinion.

Audit Opinion

In our opinion, based on the findings of our audit, the remuneration report for the fiscal year from January 1 to December 31, 2025, including the related disclosures, complies in all material respects with the accounting provisions of Section 162 of the German Stock Corporation Act (AktG).

Other Matters – Formal Review of the Remuneration Report

The substantive review of the compensation report described in this audit report includes the formal review of the remuneration report required by Section 162(3) of the German Stock Corporation Act (AktG), including the issuance of a report on this review. Since we issue an unqualified audit opinion on the substantive review of the remuneration report, this audit opinion implies that the disclosures required by Section 162(1) and (2) of the German Stock Corporation Act (AktG) have been made in the remuneration report in all material respects.

Limitation of Liability and General Terms and Conditions of Engagement

We issue this report based on the engagement agreement concluded with Wacker Neuson SE, Munich. The review was conducted for the purposes of the Company, and the report is intended solely to inform the Company of the results of the review and is not to be used for any purpose other than its intended purpose. This report is not intended to serve as a basis for third parties to make (financial) decisions.

The General Terms and Conditions for Auditors and Audit Firms, as of January 1, 2024 (<https://www.forvismazars.com/de/de/services/auditassurance/auftragsbedingungen>), apply to this engagement, including in relation to third parties. We also refer to the liability provisions contained in Section 9 thereof and to the exclusion of liability toward third parties. We assume no responsibility, liability, or other obligations toward third parties, unless we have entered into a written agreement with the third party to the contrary or such an exclusion of liability would be invalid.

We expressly note that we do not update this statement with respect to events or circumstances occurring after its issuance, unless there is a legal obligation to do so. Anyone who takes note of the results of our work summarized in the above statement must decide on their own responsibility whether and in what form they consider these results useful and suitable for their purposes and must supplement, verify, or update them through their own investigative procedures.

Munich, March 19, 2026

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Wirtschaftsprüferin

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Disclaimer

This report contains forward-looking statements which are based on current estimates and assumptions made by corporate management at Wacker Neuson SE. With the use of words such as expect, intend, plan, anticipate, assume, believe, estimate, and similar expressions, forward-looking statements are identified. Future performance as well as the actual results achieved by Wacker Neuson SE and its affiliated companies are dependent on a number of risks and uncertainties and may therefore materially differ from the forward-looking statements. Various of these factors, described in publications, particularly in the report on risks of the Group but not limited to them, lie outside the Group's sphere of influence and cannot be accurately predicted, such as the future economic environment, the behavior of competitors and other market participants, as well as future statutory or regulatory framework conditions. Should these risks or uncertainties materialize or should the assumptions on which these statements are based prove to be incorrect, the actual outcomes could differ materially from the results explicitly or implicitly contained in these statements. An update of the forward-looking statements is neither planned, nor does the Group assume any particular obligation in this regard.

All rights reserved. Valid March 2026. Wacker Neuson SE accepts no liability for the accuracy and completeness of information provided in this Remuneration Report. Reprint only with the written approval of Wacker Neuson SE in Munich, Germany. The German Version shall govern in all instances. Published on March 26, 2026.