

Remuneration Report of the Supervisory Board and the Management Board

The remuneration report is available for ten years on the company's website in the Investor Relations section (<https://ir.voltabox.ag/>, under „Publications / Annual Financial Reports“). The auditor's report is filed accordingly.

Remuneration of the Management Board

The remuneration of the members of the Management Board currently consists exclusively of annual fixed remuneration and fringe benefits. The total remuneration of the Management Board includes salaries and short-term benefits amounting to € 172 thousand (prior year: € 138 thousand) and comprises fixed components amounting to € 172 thousand (prior year: € 134 thousand) as well as variable components and bonuses amounting to € 0 thousand (prior year: € 5 thousand).

The benefits granted and received were in accordance with the relevant remuneration system. The members of the Management Board were not promised or granted any remuneration by a third party for their Management Board activities in the fiscal year.

The following table shows the benefits granted to members of the Management Board in the reporting year:

	Jürgen Pampel CEO Entry date: Aug. 9, 2017 Leaving date: Mar. 31, 2022		Patrick Zabel CEO Entry date: Mar. 16, 2022	
Benefits granted				
In €	2023	2022	2023	2022
Fixed remuneration	0	54.000	171.824,07	0*
Benefits after termination of the employment relationship	0	79.812,84	0	0
Variable remuneration	0	4.537,11	0	0
Total	0	138.349,59	171.824,07	0
Share of total remuneration	0,0%	100 %	100 %	0,0 %*
Annual amount to be offset against the multi-year variable remuneration	0	0	0	0
Total	0	138.349,59	171.824,07	0
Share of total remuneration	0,0 %	100 %	100 %	0 %
Total remuneration	0	138.349,59	171.824,07	0

* In addition, the following third-party remuneration was received: Patrick Zabel received third-party benefits in accordance with Section 162 para. 2 no. 1 AktG amounting to € 48,000 thousand in the 2023 fiscal year (prior year: € 192 thousand).

No shares were granted or promised. Furthermore, no share options were implemented. Furthermore, no use was made of the option to reclaim variable remuneration components.

With regard to the remuneration of each individual member of the Management Board, the remuneration report must also contain information on benefits promised or granted to a Management Board member by a third party in the fiscal year with regard to their activities as a Management Board member in accordance with Section 162 para. 2 no. 1 AktG. Not only benefits for, but also benefits with regard to the activity as a member of the Management Board must be disclosed. This means that all benefits that are materially related to the Management Board activity must be presented over and above the actual remuneration for the Management Board activity.

The third-party remuneration resulted from a service agreement concluded between Trionity Invest GmbH and Voltabox AG and relates to the activities of the Management Board. Voltabox AG paid € 0 thousand (prior year: € 75 thousand) to Trionity Invest GmbH for this in the 2023 fiscal year. The service agreement between Trionity Invest GmbH and Voltabox AG was not extended. The Management Board has been employed by Voltabox AG since April 1, 2023.

Figures in €'000	2020	2021	2022	2023
Remuneration granted Jürgen Pampel	325	308	59	0
Remuneration granted Dr. Burkhard Leifhelm	124	180	0	0
Remuneration granted to Patrick Zabel	108	170	0	172
EBITDA development compared to the previous year	-69 %	79 %	38 %	8 %
Average remuneration of all salaried employees on a full-time equivalent basis worldwide in relation to Management Board remuneration	3 %	11 %	5 %	16 %

There were no deviations from the remuneration system. The resolution of the Annual General Meeting on the new remuneration structure will be taken into account in new Management Board contracts.

As a member of the voluntary Supervisory Board of ForkOn GmbH, Patrick Zabel did not receive any remuneration.

Remuneration of the Supervisory Board

In accordance with the Articles of Association, the remuneration of the members of the Supervisory Board is determined by the Annual General Meeting, which decides on the discharge of the members of the Supervisory Board.

In accordance with the Articles of Association, the members of the Supervisory Board receive fixed remuneration of € 10,000. The Chairman of the Supervisory Board receives € 20,000 and the Deputy Chairman of the Supervisory Board receives € 15,000 per fiscal year. If a member is only a member of the Supervisory Board for part of the fiscal year, the remuneration is determined pro rata temporis.

The members of the Supervisory Board are included in a pecuniary loss liability insurance policy taken out by the company in favor of the members of the Management Board and Supervisory Board at standard market conditions.

In addition, the members of the Supervisory Board are reimbursed for their reasonable and documented expenses incurred in the performance of their duties as well as any value added tax payable on the Supervisory Board remuneration, insofar as they are entitled to invoice the company separately for value added tax and exercise this right.

The members of the Supervisory Board received fixed remuneration of € 45 thousand in the reporting year (prior year: € 45 thousand).

The following table shows the remuneration of the members of the Supervisory Board:

	Herbert Hilger Chairman of the Supervisory Board as of Nov. 22, 2021		Roland Mackert Deputy Chairman of the Supervisory Board as of Nov. 22, 2021		Toni Junas Member of the Supervisory Board as of Nov. 22, 2021	
In €	2023	2022	2023	2022	2023	2022
Fixed remuneration	20.000	20.000	15.000	15.000	10.000	10.000
Total remuneration	20.000	20.000	15.000	15.000	10.000	10.000