



– **CONVENIENCE TRANSLATION** –

**SCHOTT Pharma AG & Co. KGaA
Mainz**

ISIN: DE000A3ENQ51 // WKN: A3ENQ5

**Invitation to the Annual General Meeting
(virtual Annual General Meeting)**

We hereby invite our shareholders to the Annual General Meeting of SCHOTT Pharma AG & Co. KGaA (hereinafter also referred to the "**Company**") to be held on

Tuesday, 4th February 2025, at 10:00 hours Central European Time (CET).

The General Meeting will be held on the basis of Article 15 sentence 1 of the Company's Articles of Association in the form of a virtual General Meeting pursuant to section 278 (3) of the German Stock Corporation Act (AktG) in conjunction with section 118a AktG without the physical presence of shareholders or their proxies (with the exception of the proxies of the Company) at the location of the General Meeting.

Shareholders who have properly registered and provided evidence of their shareholding and their proxies may connect to the General Meeting electronically via the Company's internet-based, password-protected General Meeting and voting system (InvestorPortal) on the Company's website at

<https://www.schott-pharma.com/investor-relations/events/annual-general-meeting/>

by entering the access data which will be sent to them after proper registration and evidence of shareholding and may in this way participate in the General Meeting and exercise their voting rights and other shareholder rights. More detailed explanations on this can be found following the agenda under Section IV.

The location of the General Meeting within the meaning of the German Stock Corporation Act is the Erich-Schott-Centrum, room 1.05/Studio, Hattenbergstraße 10, 55122 Mainz, Germany. The physical presence of shareholders and their proxies (with the exception of the proxies of the Company) at the location of the General Meeting is excluded.

I. AGENDA

- 1. Presentation of the annual financial statements and consolidated financial statements of SCHOTT Pharma AG & Co. KGaA, each approved by the Supervisory Board, the combined management report for SCHOTT Pharma AG & Co. KGaA and the Group, the explanatory report of the General Partner on the information pursuant to sections 289a and 315a of the German Commercial Code (Handelsgesetzbuch – HGB) and the report of the Supervisory Board of SCHOTT Pharma AG & Co. KGaA, each for fiscal year 2023/2024; resolution on the adoption of the annual financial statements of SCHOTT Pharma AG & Co. KGaA for fiscal year 2023/2024**

The Supervisory Board approved the annual financial statements of SCHOTT Pharma AG & Co. KGaA and the consolidated financial statements drawn up by the General Partner in accordance with section 171 AktG. Pursuant to section 286 (1) AktG, the annual financial statements are adopted by the Annual General Meeting; otherwise, the aforementioned documents are to be made available to the Annual General Meeting without the need for a further resolution.

The General Partner and the Supervisory Board propose to adopt the annual financial statements of SCHOTT Pharma AG & Co. KGaA as of 30 September 2024 as presented, showing a distributable profit in the amount of EUR 67,346,528.25.

- 2. Resolution on the allocation of distributable profit**

The General Partner and the Supervisory Board propose to allocate the distributable profit shown in the annual financial statements in the amount of EUR 67,346,528.25 for fiscal year 2023/2024 as follows:

Payment of a dividend EUR 0.16 for each of the 150,614,616 shares entitled to dividend	EUR	24,098,338.56
Profit carried forward to new account	EUR	43,248,189.69
Distributable profit	EUR	67,346,528.25

If the number of shares entitled to dividend for fiscal year 2022/2023 changes prior to the General Meeting, the General Meeting will be presented with a proposal that will be adjusted accordingly, with an unchanged dividend of EUR 0.16 for each share entitled to dividend as well as accordingly amended amounts for the dividend sum and the profit carried forward to new account.

The dividend is due on the third business day following the resolution of the Annual General Meeting, i.e. on 7th February 2025.

- 3. Resolution on the approval of the actions of the General Partner for fiscal year 2023/2024**

The General Partner and the Supervisory Board propose to approve the actions of the General Partner of the Company for fiscal year 2023/2024.

4. Resolution on the approval of the actions of the Supervisory Board for fiscal year 2023/2024

The General Partner and the Supervisory Board propose to approve the actions of the members of the Supervisory Board of the Company for fiscal year 2023/2024.

5. Election of the auditor and the Group auditor for fiscal year 2024/2025 as well as the auditor for the potential review of the condensed financial statements and the interim management report for fiscal year 2024/2025 and other interim financial information

The Supervisory Board proposes to select – based on the recommendation of its Audit Committee – KPMG AG Wirtschaftsprüfungsgesellschaft, Berlin, Branch Office Frankfurt am Main,

- as auditor and group auditor for the fiscal year 2024/2025,
- as auditor for the potential review of the condensed financial statements and the interim management report for fiscal year 2024/2025 and other interim financial information (section 115 (7) WpHG) for fiscal year 2024/2025, which will be prepared after the Annual General Meeting 2025, and
- as auditor for the potential audit review of interim financial information (section 115 (7) WpHG) for fiscal year 2025/2026, which will be prepared prior to the 2026 Annual General Meeting.

The recommendation of the Audit Committee was preceded by a selection procedure carried out in accordance with Section 16 (3) of Regulation (EU) No 537/2014 of the European Parliament and of the Council of 16 April 2014 on specific requirements regarding statutory audit of public-interest entities and repealing Commission Decision 2005/909/EC (EU Audit Regulation). Based on this selection procedure, the Audit Committee recommended to the Supervisory Board for the aforementioned audit services, in accordance with Section 16 (2) of the EU Audit Regulation, the KPMG AG Wirtschaftsprüfungsgesellschaft, Berlin, Branch Office Frankfurt am Main, (“**KPMG**”) and the EY GmbH & Co. KG Wirtschaftsprüfungsgesellschaft, Stuttgart, Eschborn branch, and communicated a justified preference for KPMG. The preference for KPMG was particularly based on the software solutions presented by KPMG to support the audit, as well as the criticism expressed by shareholders and shareholder representatives at the last Annual General Meeting regarding EY GmbH & Co. KG Wirtschaftsprüfungsgesellschaft.

The Audit Committee has declared that its recommendation is free from undue influence by third parties and that no clause restricting the selection options within the meaning of Article 16 (6) of the EU Statutory Audit Regulation has been imposed on it.

6. Resolution on the approval of the remuneration report for fiscal year 2023/2024

Pursuant to section 162 AktG, the Management Board and Supervisory Board of listed companies must prepare an annual remuneration report and submit it to the Annual General Meeting for approval in accordance with section 120a (4) AktG. In

view of the special board structure of SCHOTT Pharma AG & Co. KGaA, the Company's remuneration report for the fiscal year 2023/2024 presents the remuneration granted or owed to the current and former members of the Management Board and Supervisory Board of the General Partner as well as the current and former members of the Supervisory Board of the Company in the fiscal year 2023/2024.

The remuneration report for fiscal year 2023/2024 was reviewed by the auditor of the Company pursuant to section 162 (3) AktG to determine whether the legally required disclosures pursuant to section 162 (1) and (2) AktG were made. In addition to the statutory requirements, the content of the report was also reviewed by the auditor on a voluntary basis. The remuneration report is accompanied by a corresponding auditor's report.

The remuneration report for fiscal year 2023/2024 including the auditor's report is included under Section II. following the agenda. The report is part of this convening notice to the Annual General Meeting and is also available on the Company's website at

<https://www.schott-pharma.com/investor-relations/events/annual-general-meeting/>

The General Partner and the Supervisory Board propose to approve the remuneration report included under Section II. for fiscal year 2023/2024.

7. Resolution on the Election of a New Member of the Supervisory Board

The Supervisory Board of the company is composed of six members in accordance with sections 95, 96 (1), 101 (1) of the German Stock Corporation Act (AktG) and sections 1 (1) No. 2, 4 (1) of the One-Third Participation Act, as well as section 8 (1) of the company's Articles of Association, with four members to be elected by the shareholders and two members by the employees.

Mr. Dr. Wolfgang Wienand, elected by the shareholders as a member of the Supervisory Board, has resigned his mandate effective as of the end of 31st December 2024. Dr. Wienand was appointed to the Supervisory Board for the period until the end of the Annual General Meeting that resolves on the discharge of the Supervisory Board members for the fiscal year ending September 30, 2026.

If a member elected by the Annual General Meeting leaves the Supervisory Board before the end of their term of office, a new election shall be held for this member at the next Annual General Meeting in accordance with section 8 (3) of the company's Articles of Association; the term of office of the newly elected member shall be for the remainder of the term of office of the departing member.

The Supervisory Board proposes that as the successor to Dr. Wienand,

Prof. Dr. Wolfram Carius, Executive Vice President, Bayer Pharmaceuticals,
Bayer Aktiengesellschaft, Leverkusen, residing in Mainz,

be elected to the Supervisory Board of the company with effect from the end of the Annual General Meeting on 4th February 2025, and for the period until the end of the

Annual General Meeting that resolves on the discharge of the Supervisory Board members for the fiscal year ending 30th September 2026.

The election proposal takes into account the goals set by the Supervisory Board for its composition and aims to fulfill the competency profile and diversity concept developed by the Supervisory Board. These are disclosed in the Corporate Governance Statement, which is available on the company's website at <https://www.schott-pharma.com/investor-relations/de/corporate-governance/compliance-und-statuten>.

The Supervisory Board has ensured that Prof. Dr. Carius can devote the expected amount of time to the activities of the Supervisory Board of the Company, taking into account his other mandates.

Further information on Prof. Dr. Carius, including a curriculum vitae providing information on relevant knowledge, skills, and professional experience, information on memberships in statutory supervisory boards and comparable domestic and foreign supervisory bodies of commercial enterprises (section 125 (1) sentence 5 AktG), as well as information in accordance with the recommendations of the German Corporate Governance Code (DCGK), are listed following the agenda under item III. of this invitation. This information is also available on the company's website at <https://www.schott-pharma.com/investor-relations/de/events/hauptversammlung/>

8. Resolution on the approval of the conclusion of a Profit Transfer Agreement between the Company and SCHOTT Pharma Mexico GmbH

SCHOTT Pharma AG & Co. KGaA and SCHOTT Pharma Mexico GmbH, registered in Mainz, concluded a Profit Transfer Agreement (herein also referred to as the "Profit Transfer Agreement") on 12th December 2024. SCHOTT Pharma Mexico GmbH is a wholly-owned subsidiary of SCHOTT Pharma AG & Co. KGaA without any external shareholders.

The Profit Transfer Agreement is intended to establish a corporate and trade tax group between the Company and SCHOTT Pharma Mexico GmbH. The Profit Transfer Agreement requires the approval of the Company's General Meeting to become effective.

The General Partner and the Supervisory Board propose to approve the conclusion of the Profit Transfer Agreement dated 12th December 2024, between SCHOTT Pharma AG & Co. KGaA as the controlling company and SCHOTT Pharma Mexico GmbH as the controlled company.

The profit transfer agreement reads as follows:

PROFIT TRANSFER AGREEMENT

between

SCHOTT Pharma AG & Co. KGaA, Mainz - Controlling Company -

and

SCHOTT Pharma Mexico GmbH, Mainz - Controlled Company -

§ 1

The Controlled Company undertakes to transfer or offset its respective commercial balance sheet result (profit and loss) directly to the Controlling Company.

The Controlling Company undertakes to assume the respective commercial balance sheet results of the Controlled Company. In the commercial balance sheet of the Controlled Company, profit reserves (section 272 para. 3 HGB) may only be formed with the consent of the Controlling Company if and to the extent that they are economically justified in terms of reason and amount based on reasonable commercial assessment and planning. The settlement of profits and losses must already be taken into account in the annual financial statements of the Controlled Company. It must be carried out with value date at the end of each fiscal year.

The Controlling Company may demand that amounts that have been allocated to other profit reserves during the term of this agreement be withdrawn from the reserves to offset an annual deficit otherwise arising during the term of the agreement or to be transferred as profit.

Income from the dissolution of a pre-contractual other profit reserve (section 272 para. 3 HGB) may not be transferred during the term of this agreement.

The provisions of §§ 301, 302 AktG in their respective valid version apply in full.

§ 2

The agreement is concluded subject to the approval of the competent bodies of the Controlling Company and the shareholders' meeting of the Controlled Company. It becomes effective upon entry in the commercial register of the Controlled Company and applies retroactively from 1st October 2024. The agreement is irrevocable for five years. Thereafter, it may be terminated with six months' notice to the end of each fiscal year.

§ 3

Should individual provisions of this agreement be or become invalid, the validity of the remaining provisions shall not be affected. The contracting parties are then obliged to agree on a provision that best corresponds to the purpose of the invalid provisions in a legally permissible manner.

From the convening of the Annual General Meeting and also during the Annual General Meeting, the following documents are accessible on the Company's website at <https://www.schott-pharma.com/investor-relations/de/events/hauptversammlung/>:

- The Profit Transfer Agreement dated 12th December 2024, between SCHOTT Pharma AG & Co. KGaA and SCHOTT Pharma Mexico GmbH;
- The joint report of the management board of the General Partner of SCHOTT Pharma AG & Co. KGaA and the management of SCHOTT Pharma Mexico GmbH on the Profit Transfer Agreement pursuant to section 293a AktG;
- The audited annual financial statements of SCHOTT Pharma AG & Co. KGaA and the approved consolidated financial statements of SCHOTT Pharma AG & Co. KGaA as well as the combined management reports for SCHOTT Pharma AG & Co. KGaA and the group for the fiscal years 2023/2024 (from October 1, 2023 to September 30, 2024) and 2022/2023 (from October 1, 2022 to September 30, 2023) as well as the audited annual financial statements and the management report of SCHOTT Pharma AG & Co. KGaA for the short fiscal year 2022 (from March 22, 2022 to September 30, 2022); and
- The audited annual financial statements of SCHOTT Pharma Mexico GmbH for the fiscal years 2023/2024 (from October 1, 2023 to September 30, 2024) and 2022/2023 (from October 1, 2022 to September 30, 2023) as well as for the short fiscal year 2022 (from January 4, 2022 to September 30, 2022). SCHOTT Pharma Mexico GmbH has not prepared a management report for these fiscal years in accordance with legal requirements

II. REMUNERATION REPORT FOR FISCAL YEAR 2023/2024

INTRODUCTION

With this Remuneration Report, SCHOTT Pharma AG & Co. KGaA, Mainz, Germany (“SCHOTT Pharma KGaA”), discloses the remuneration granted and owed to the members of the Management Board of SCHOTT Pharma Management AG, also Mainz (“SCHOTT Pharma Management AG”), the general partner of SCHOTT Pharma KGaA.

In addition, the Remuneration Report also provides details on the remuneration granted and owed to members of the Supervisory Boards of SCHOTT Pharma KGaA and SCHOTT Pharma Management AG.

The Remuneration Report outlines the fundamental principles of the remuneration system for members of the Management Board and the Supervisory Boards and provides a transparent insight into the link between remuneration and performance. The Remuneration Report was prepared in collaboration between the Supervisory Board and the Management Board in accordance with section 162 AktG and the recommendations set out in the German Corporate Governance Code (GCGC), as amended. It is audited by EY GmbH & Co. KG Wirtschaftsprüfungsgesellschaft in both formal (in accordance with section 162(3) AktG) and substantive terms.

The presentation of remuneration granted and owed in the Remuneration Report is in accordance with the provisions of section 162(1) AktG. Accordingly, the report comprises all remuneration components actually paid to members of the Management Board and the Supervisory Boards in the reporting year (granted remuneration) and all remuneration

components legally due but not yet paid (owed remuneration). This means that remuneration granted and owed is allocated to the correct period, even though payout may occur at a later date.

The legislation and regulations governing remuneration reports are geared towards the situation at public limited companies and do not take account of the special features of partnerships limited by shares. There are major differences between the two legal forms in terms of liability and management. As a result, some of the recommendations set out in the GCGC can only be applied in a modified form due to the structural differences between public limited companies and partnerships limited by shares.

The corporate structure is such that the Management Board members of SCHOTT Pharma Management AG indirectly manage the business of SCHOTT Pharma KGaA. As SCHOTT Pharma Management AG is not a listed company, sections 87a and 120a AktG generally do not apply directly to it or to the Management Board members. In the interests of good corporate governance and transparency, however, the remuneration system for the Management Board members is voluntarily based on sections 87a and 120a AktG and takes into account the recommendations set out in the GCGC as amended.

Detailed information on the remuneration system for the members of the Management Board of the general partner and on the remuneration system for the members of the Supervisory Board can also be found on the website at Management & bodies – SCHOTT Pharma (schott-pharma.com).

The Remuneration Report for the financial year 2022/2023 was approved by the Annual General Meeting held on 14 March 2024 with a majority of 96.97%.

REMUNERATION FOR MANAGEMENT BOARD MEMBERS

NEW REMUNERATION SYSTEM FROM THE FINANCIAL YEAR 2023/2024

PRINCIPLES OF THE REMUNERATION SYSTEM

The remuneration system for the members of the Management Board of SCHOTT Pharma Management AG, the general partner of SCHOTT Pharma KGaA, was approved by the Annual General Meeting held on 14 March 2024 with a majority of 98.44%. Since 1 October 2023, it has applied (or will apply) to all existing Management Board service contracts, extensions as well as to new service contracts being entered into.

In the context of the defined corporate strategy, the remuneration system is designed to contribute to the continuation of the profitable growth achieved by the Company to date and, in particular, to increase the value of the Company in the long run.

In order to support these objectives, the remuneration system for Management Board members sets out principles and formulates incentives that can be summarised as follows:

Implement the corporate strategy	The remuneration of Management Board members creates incentives for the implementation of SCHOTT Pharma Group's worldwide corporate strategy.
Generate profitable growth	Management Board members' variable remuneration depends upon SCHOTT Pharma Group's growth and profitability to a significant extent.
Create long-term value	Key factors for Management Board remuneration are value creation and sustainability, especially over the long term.
Remuneration linked to performance	Remuneration is directly linked to Management Board members' performance. A high share of variable components means that remuneration is geared towards the Company's success.
Foster sustainable action	Remuneration of Management Board members underscores SCHOTT Pharma Group's commitment to environmental, social and governance (ESG) aspects.
Safeguard regulatory compliance	The remuneration of Management Board members is designed to comply with legal provisions for listed companies as well as with the recommendations of the GCGC as amended.

APPROPRIATENESS OF MANAGEMENT BOARD REMUNERATION

In accordance with the requirements of the Stock Corporation Act and the GCGC, the Supervisory Board takes care to ensure that the remuneration to be paid to Management Board members is set appropriately, reflecting each member's responsibilities and performance. When defining this remuneration, the Supervisory Board also takes into account SCHOTT Pharma's overall situation as well as its sustainable and long-term development. Both external (horizontal) and internal (vertical) comparisons are used to assess appropriateness.

The horizontal (external) analysis looks at a group of companies with a similar market position (in particular sector, size, country) to assess whether the amount and structure of the remuneration granted are appropriate and usual. This peer group consists of SDAX and MDAX companies with a comparable market capitalisation, headcount and revenue.

The vertical (internal) analysis examines the relationship between Management Board remuneration and (i) the remuneration paid to the Company's top management reporting directly to the Management Board members of SCHOTT Pharma (Global Management Team and first management level below the Management Board), as well as to (ii) the employees of SCHOTT Pharma working in Germany, both overall and over time.

STRUCTURE AND COMPONENTS OF MANAGEMENT BOARD REMUNERATION

The remuneration system for the Management Board includes both fixed and variable components which together constitute the total remuneration paid to a Management Board member.

The fixed remuneration components make up the "fixed remuneration" which is paid irrespective of how the company performs. The fixed remuneration consists of a fixed annual salary, non-cash and other fringe benefits, and an annual pension benefit.

The variable remuneration components are tied to the achievement of pre-defined performance targets and together constitute the “variable remuneration”. The variable remuneration consists of short-term, one-year remuneration and long-term, multi-year remuneration. The short-term variable remuneration for the financial year concerned centres on incentives for profitable growth (“STI programme”). The long-term variable remuneration is geared towards the Company’s long-term development (“LTI programme”). The Supervisory Board sets the annual performance targets for the individual Management Board members before or at the beginning of the financial year.

The LTI programme is a remuneration component that provides incentives for long-term value generation and sustainable action over a period of four financial years. Alongside defined performance targets, the long-term share price performance of SCHOTT Pharma is also considered. This is reflected through virtual shares (“performance shares”).

Structure of total Management Board remuneration

Maximum remuneration pursuant to section 87a AktG

Malus and clawback rules

	30%	LTI	Term: 4 years	Focus: · create long-term value · foster sustainable action
Variable remuneration	20%	STI	Term: 1 year	Focus: · generate profitable growth
Fixed remuneration	50%	· fixed annual salary · fringe benefits · pension benefits		

FIXED REMUNERATION

FIXED ANNUAL SALARY

Each member of the Management Board receives a fixed annual salary for their work, paid in twelve monthly instalments.

FRINGE BENEFITS

Each member of the Management Board receives fringe benefits in line with common market practice, such as a company car (including for private use), accident and private liability insurance cover, payment of costs for a health check, as well as subsidies for health and long-term care insurance.

The Management Board members are also covered by directors’ and officers’ (D&O) liability insurance, which provides for a deductible corresponding to 10% of the damage, up to a maximum of 150% of the annual fixed remuneration, in accordance with section 93(2) sentence 2 AktG.

As a general rule, all members of the Management Board have an equal entitlement to the fringe benefits. These benefits may, however, vary on a case-by-case basis, particularly in terms of their amount, depending on a member’s personal situation and the extent to which the benefits are used.

PENSION BENEFITS

Management Board members also receive an annual amount to pay towards a private pension (“pension benefit”). This amount is paid in twelve equal monthly instalments together with the member’s fixed annual salary. The pension benefit does not constitute a company pension scheme as defined by the Occupational Pensions Act (Betriebsrentengesetz, BetrAVG).

VARIABLE REMUNERATION

SHORT-TERM VARIABLE REMUNERATION (STI)

Management Board members are entitled to variable remuneration with a performance period spanning one financial year (short-term incentive, STI). The STI programme is structured as a target bonus system and is tied to the extent to which the targets set by the Supervisory Board are achieved. The service contract concluded with each Management Board member sets out an individual target amount that matches the STI in the event of 100% target achievement. The disbursement amount is calculated at the end of the relevant financial year, based on the achievement of financial performance criteria.

The financial performance criteria are as follows:

- Revenue growth (40% weighting)
- ROCE (return on capital employed) (30% weighting)
- EBITDA margin (earnings before interest, taxes, depreciation and amortisation margin) (30% weighting)

The financial performance criteria of revenue growth, ROCE and EBITDA margin are based on an ambitious target achievement system. The Supervisory Board sets an annual target value, as well as a threshold value and a cap, for all of the performance criteria. These values are based on the business development that is expected over a period spanning several years. If the target value defined for a given financial performance criterion is achieved, the target achievement level is 100%. If the value achieved for a financial performance criterion is equal to or lower than the threshold value, the target achievement level is 0%. If the value achieved for a financial performance criterion equals or exceeds the cap, the target achievement level is 200%. Where the value achieved falls between the threshold value and the target value, or between the target value and the cap, the target achievement level is determined by way of linear interpolation in each case.

For the purposes of calculating the target achievement level, the Supervisory Board can opt to make adjustments to reflect any non-recurring effects (for example after a company is acquired or sold).

The target achievement level for each performance criterion is weighted, and the sum of the weighted individual target achievement levels produces the overall target achievement level for a financial year. The STI amount is calculated based on the overall target achievement level and the annual target amount set out in the service contract. The disbursement amount is always limited to 150% of the annual target amount (“STI cap”).

The STI is paid out as part of the payroll run in the month following the adoption of the annual financial statements of SCHOTT Pharma KGaA.

Overview of the STI plan		
Category	Performance criterion	Weighting
Growth	Revenue growth	40%
	ROCE	30%
Profitability	EBITDA	30%
Disbursement	<ul style="list-style-type: none"> ✓ Target achievement capped at 200% for individual targets ✓ Disbursement capped at 150% of target amount 	
Malus & Clawback	<ul style="list-style-type: none"> ✓ Malus and clawback rules have been defined 	

LONG-TERM VARIABLE REMUNERATION (LTI)

In addition to the STI, the Management Board members are granted virtual shares linked to the price of shares in SCHOTT Pharma KGaA (“performance shares”). This annual, share-based remuneration component sets a long-term incentive (LTI) by tying the performance shares allocated to Management Board members to the Company’s share price performance over a four-year period.

The service contract concluded with each Management Board member includes an individual annual target amount. Based on the target amount and depending on the price of shares in SCHOTT Pharma KGaA, a specific number of performance shares are allocated to each Management Board member at the beginning of each performance period.

The number of individual performance shares at the beginning of the relevant performance period corresponds to the individual annual target amount divided by the arithmetic mean XETRA closing price of shares in SCHOTT Pharma KGaA over the last 90 exchange trading days prior to the beginning of the performance period (“starting share price”). The resulting number of performance shares is rounded commercially to the nearest whole number.

Deviating from the calculation of the starting share price described above, a different procedure was agreed for the first performance period, which runs from 1 October 2023 to 30 September 2027. As a result of the IPO and the initial listing of SCHOTT Pharma KGaA on 28 September 2023, the starting share price for the first tranche was calculated based on the arithmetic mean XETRA closing price of shares in SCHOTT Pharma KGaA over the first 90 exchange trading days from the time of the IPO.

The Supervisory Board sets performance criteria for the relevant performance period in defined categories.

The value creation category (60% weighting) is measured based on economic value added (EVA). To emphasise the long-term incentive effect, a cumulative target value is defined for the entire performance period.

Non-financial environmental, social and governance (ESG) performance criteria are defined for the sustainability category (30% weighting). The LTI programme places particular emphasis on environmental and social targets, which can vary from one performance period to the next. The Supervisory Board defines performance criteria with a view to the

sustainability topics that are important to the Company and pays particular attention to defining transparent and measurable targets.

The strategy category (10% weighting) supports the implementation of the corporate strategy. The Supervisory Board sets specific targets for each performance period in alignment with the corporate strategy, placing particular emphasis on the future success of major investment projects.

At the beginning of each performance period, the Supervisory Board defines a target value for each target. If this target value is met, the target achievement level is 100%. The Supervisory Board also sets a threshold value for each target as the lower end of the target corridor. Results that are equal to, or lower than, this “threshold value” produce a target achievement level of 0%. A cap is also set as the upper end of the target corridor. Results that are equal to, or higher than, this “cap” produce a target achievement level of 180%.

The target achievement level is calculated once the performance period has ended. If the corresponding value is equal to or lower than the threshold value, the target achievement level is 0%. If the value achieved exceeds the threshold value but remains below the target value, the target achievement level for the target concerned is determined by way of linear interpolation between the threshold value and the target value. If the value achieved exceeds the target value but remains below the cap, the target achievement level for the target concerned is determined by way of linear interpolation between the target value and the cap. If the value achieved is equal to or higher than the cap at the end of a performance period, the target achievement level is 180%.

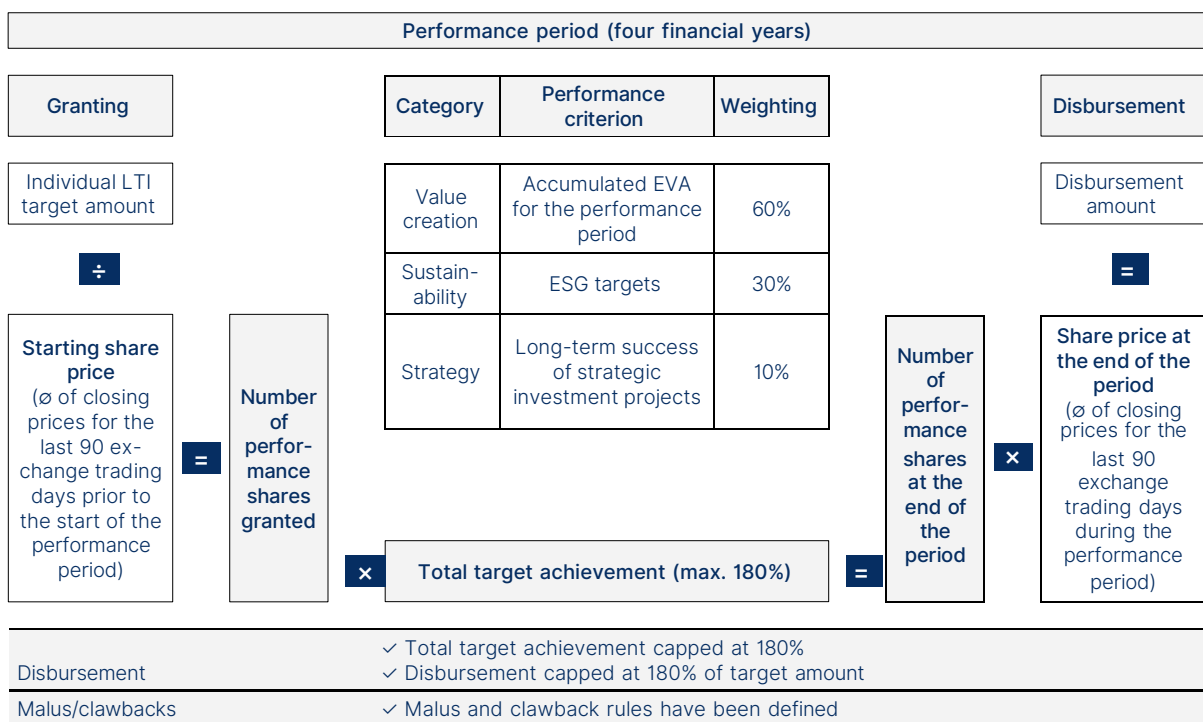
An overall target achievement level is calculated at the end of the performance period by adding up the weighted target achievement levels. This sum is then multiplied by the number of individual performance shares allocated at the beginning of the performance period. The number of performance shares resulting from this multiplication at the end of the performance period is rounded commercially to the nearest whole number.

In order to calculate the disbursement amount, the number of performance shares at the end of the performance period is multiplied by the arithmetic mean XETRA closing price of shares in SCHOTT Pharma KGaA over the last 90 exchange trading days prior to the end of the performance period in question. The resulting amount to be disbursed can never exceed 180% of the original individual target amount (“LTI cap”).

The disbursement amount is due for payment in the month following the adoption of the annual financial statements of SCHOTT Pharma KGaA for the last year in the relevant performance period.

In the event of a change of control, the LTI programme can be adjusted at the discretion of the Supervisory Board or replaced by a new form of long-term variable remuneration that is comparable in terms of its value and from an economic perspective.

Overview of the LTI plan



MAXIMUM REMUNERATION

The amount of each variable remuneration component is capped. The STI payment is limited to 150% of the corresponding target amount, while the LTI payment cannot exceed 180% of the corresponding target amount.

In addition and in line with the provisions of the GCGC, the Supervisory Board has set an upper limit for the total amount of all remuneration elements that a Management Board member can receive for their work on the Management Board over a one-year period, i.e. currently consisting of the fixed and variable remuneration ("maximum remuneration"). In order to calculate the maximum remuneration, fringe benefits are recognised based on the amount of the non-cash benefit for tax purposes. LTI payments are allocated to the year in which the underlying performance shares are granted.

The maximum remuneration limits the total remuneration that an individual can earn, i.e. the sum of all individual components based on the maximum target achievement level and other payments or bonuses. The maximum annual remuneration is EUR 2,000,000 gross for the Chief Executive Officer and EUR 1,500,000 gross for ordinary Management Board members.

Any severance payments made when a Management Board member's contract is terminated prematurely, or other ad-hoc bonuses that were not granted by SCHOTT Pharma Management AG in return for work performed by the Management Board member, do not count towards and are not limited by the maximum remuneration.

If the relevant payments made to a Management Board member exceed the relevant maximum remuneration, the amounts received as part of the long-term variable remuneration are reduced accordingly until the maximum remuneration is no longer exceeded. This means that the Supervisory Board of SCHOTT Pharma Management AG will review the final payment amount against the maximum remuneration for 2023/2024 (the financial year of grant) for the first time in the financial year 2027/2028, i.e. after the end of the first performance period for the LTI programme.

MALUS AND CLAWBACK

The service contracts concluded with the Management Board members feature malus and clawback provisions which allow for a reduction in (malus), or clawback of, variable remuneration components at the Supervisory Board's due discretion in certain cases. This option can be used if there is proof that a Management Board member has committed a breach of duty justifying legally effective termination for cause, or has violated the major due diligence obligations incumbent upon them in accordance with section 93 AktG with wilful intent or gross negligence.

If variable remuneration components are calculated or disbursed based on incorrect data, the Supervisory Board can correct the calculation or claim back remuneration components that have already been disbursed.

Amounts can be reduced or clawed back for up to two years after the date of payment of the variable remuneration component. The malus and clawback regulations do not affect any potential liability for damages on the part of the Management Board member vis-à-vis SCHOTT Pharma Management AG.

In the reporting year, the Supervisory Board of SCHOTT Pharma Management AG saw no need to reduce variable remuneration that had not yet been disbursed (malus) or to claim back variable remuneration that had already been paid out (clawback).

OTHER CONTRACTUAL PROVISIONS

The Management Board service contracts provide for a compensation payment in the event that an individual's appointment ends prematurely and the service contract is terminated for convenience with effect from the end of the period set out in section 622(1) and (2) of the Civil Code (Bürgerliches Gesetzbuch, BGB).

In line with the recommendations set out in the GCGC, this payment is limited to twice the annual remuneration ("severance cap") and must never constitute remuneration for more than the remaining term of the contract. For the purposes of calculating severance pay, annual remuneration is determined as the total remuneration for the past financial year or, in the Supervisory Board's reasonable discretion, as the expected total remuneration for the current financial year – in each case excluding pension benefits, non-cash benefits and other fringe benefits.

If service contracts are terminated for cause in a legally effective manner by SCHOTT Pharma Management AG, no severance payment is made.

This provision was not applied in the reporting period.

If the service contract concluded with a Management Board member or the latter's mandate as a Management Board member of SCHOTT Pharma Management AG ends during a financial year, rules regarding pro rata temporis reduction have been defined for the STI and LTI programmes.

In the event of temporary incapacity to work due to illness, an accident or for other reasons for which the Management Board member is not responsible, SCHOTT Pharma Management AG continues to pay the member's fixed remuneration as well as the short-term and long-term variable remuneration for a period of six months, but until the service contract ends at the very latest.

NON-COMPETE CLAUSE AND SECONDARY EMPLOYMENT

During their mandate as Management Board members, members are subject to a comprehensive non-compete clause. Post-contractual non-compete clauses can also be agreed with Management Board members. These apply for a maximum term of two years. If a post-contractual non-compete clause is agreed in a service contract, an appropriate allowance is granted based on the provisions set out in section 74(2) HGB.

If Management Board members assume supervisory board or other mandates at subsidiaries of SCHOTT Pharma KGaA or companies affiliated with these subsidiaries, no separate remuneration is granted for these activities. This work is generally covered by the fixed remuneration. When supervisory board or other mandates are accepted outside the group, the Supervisory Board decides on a case-by-case basis whether or not, and to what extent, the remuneration is to be offset.

MANAGEMENT BOARD REMUNERATION IN THE FINANCIAL YEAR 2023/2024

Both the CEO, Andreas Reisse, and Dr. Almuth Steinkühler, member of the Management Board (CFO), were appointed as members of the Management Board of SCHOTT Pharma Management AG throughout the reporting period.

FIXED REMUNERATION

FIXED ANNUAL SALARY

The fixed annual salary paid to Andreas Reisse totalled EUR 396,507 in the financial year 2023/2024 (previous year: EUR 355,839), while that paid to Dr. Almuth Steinkühler came to EUR 254,007 (previous year: EUR 207,400).

FRINGE BENEFITS

The above-mentioned fringe benefits paid to Andreas Reisse totalled EUR 14,918 in the financial year 2023/2024 (previous year: EUR 12,295), while those paid to Dr. Almuth Steinkühler came to EUR 23,220 (previous year: EUR 22,415).

PENSION BENEFITS

Both Andreas Reisse and Dr. Almuth Steinkühler were entitled to a pension benefit in the reporting period, which was paid as a monthly cash payment. Andreas Reisse received a

pension benefit of EUR 106,632 in the reporting period (previous year: EUR 0) and Dr. Almuth Steinkühler received EUR 71,007 (previous year: EUR 9,000).

For periods prior to the reporting period, Andreas Reisse has two defined plans structured as a direct commitment granted by SCHOTT Pharma KGaA, which have been maintained by this Company as statutory non-forfeitable entitlements since 30 September 2023. There are no further entitlements under these plans, and no further entitlements have been earned since 30 September 2023. Provisions stood at EUR 2,216k as of 30 September 2024 (previous year: EUR 2,012k).

VARIABLE REMUNERATION

SHORT-TERM VARIABLE REMUNERATION (STI)

The short-term variable remuneration (STI) is based on the financial performance criteria defined in greater detail below:

The revenue growth of SCHOTT Pharma Group is defined as the increase in the revenue reported for a given financial year, compared to the prior-year period. The revenue expected for the financial year 2022/2023 at the time the target was set, namely EUR 878.2m, was applied as the value for the prior-year period. Based on reported revenue of EUR 957.1m for the financial year 2023/2024, this resulted in revenue growth of 9.0%. Revenue growth is reflected in the STI programme with a weighting of 40%.

The return of capital employed (ROCE) of SCHOTT Pharma Group is defined as the ratio (expressed as a percentage) of operating income (EBIT) to average capital employed, i.e. the capital tied up in operations to achieve the Company's objectives. It largely comprises current and non-current assets, less trade payables and advance payments received on orders. The average is determined as the arithmetic mean of the twelve monthly values during the reporting period. Based on reported EBIT of EUR 192.6m and average capital employed of EUR 979.8m, the ROCE for the financial year 2023/2024 was 19.7%. The ROCE is included in the calculation of the STI with a weighting of 30%.

SCHOTT Pharma Group's EBITDA margin is based on the reported operating income (EBIT) before depreciation and amortisation (including impairment losses and reversals of impairment losses) on intangible assets and property, plant and equipment, which is divided by the revenue reported. Reported EBITDA in the reporting period came to EUR 257.6m. Reported revenue in the reporting period amounted to EUR 957.1m. This produces an EBITDA margin of 26.9% in the reporting period. The EBITDA margin weighting is 30%.

Relative to the set target values as well as the threshold values and caps, these actual values yielded the following target achievement levels:

STI (variable remuneration) 2023/2024

Andreas Reisse
Chief Executive Officer (CEO)

Target	Unit	Weighting	Threshold Value	Target Value	Cap	Target Achievement		
						in absolute terms	in relative terms	weighted
Revenue growth	in % YoY	40%	+8.0	+10.0	+12.0	+9.0	49.2%	19.7%
ROCE	in %	30%	18.2	20.2	22.2	19.7	72.7%	21.8%
EBITDA margin	in %	30%	24.1	26.1	28.1	26.9	140.5%	42.2%
Total in %		100%						83.7%
Total in EUR		208,000						174,096

STI (variable remuneration) 2023/2024

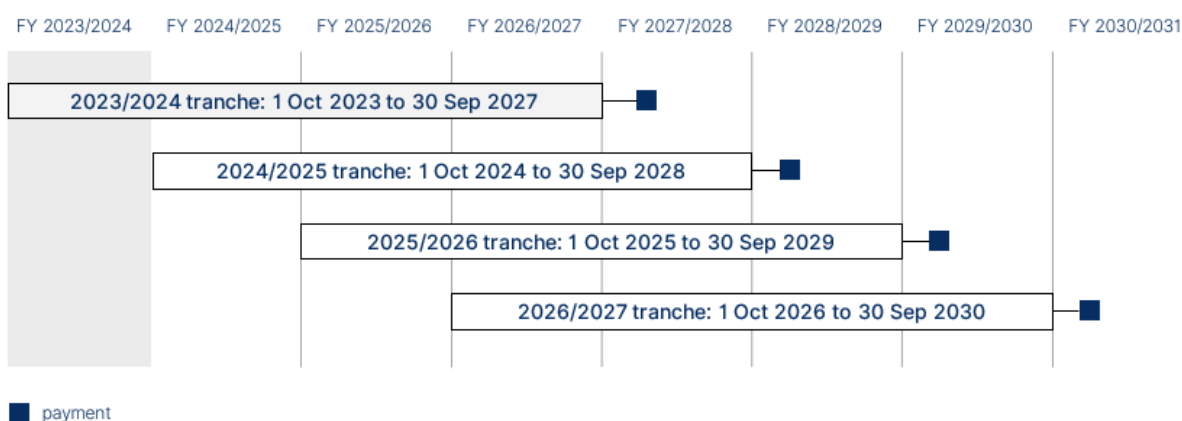
Dr. Almuth Steinkühler
Member of the Management Board (CFO)

Target	Unit	Weighting	Threshold Value	Target Value	Cap	Target Achievement		
						in absolute terms	in relative terms	weighted
Revenue growth	in % YoY	40%	+8.0	+10.0	+12.0	+9.0	49.2%	19.7%
ROCE	in %	30%	18.2	20.2	22.2	19.7	72.7%	21.8%
EBITDA margin	in %	30%	24.1	26.1	28.1	26.9	140.5%	42.2%
Total in %		100%						83.7%
Total in EUR		130,000						108,810

LONG-TERM VARIABLE REMUNERATION (LTI)

The Management Board members were granted a tranche as part of the new LTI programme for the first time in the financial year 2023/2024.

Schedule of granted LTI tranches



For the first 2023/2024 tranche, which covers the performance period from 1 October 2023 to 30 September 2027, specific target amounts were defined in the individual service contracts: EUR 312,000 for Andreas Reisse and EUR 195,000 for Dr. Almuth Steinkühler.

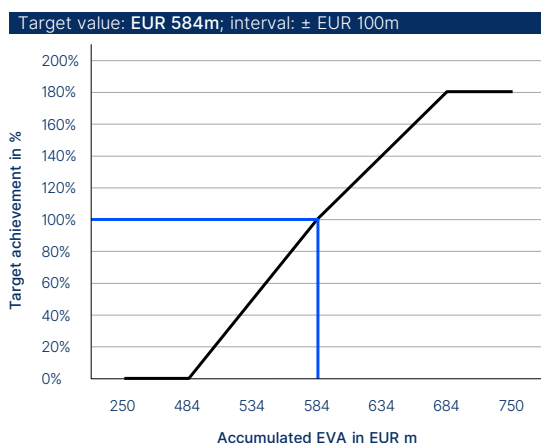
The number of individual performance shares was determined by calculating the arithmetic starting share price, rounded to two decimal places, which corresponds to the XETRA closing prices of shares in SCHOTT Pharma KGaA on the first 90 exchange trading days. The resulting starting share price for the 2023/2024 tranche is EUR 31.09.

As a result, Andreas Reisse was allocated a total of 10,035 performance shares by dividing his individual target amount by the starting share price and rounding this number to the nearest whole number in line with standard commercial practice. Dr. Almuth Steinkühler was allocated 6,272 performance shares.

The following performance criteria, which are set out in greater detail below, were defined for the performance period from 1 October 2023 to 30 September 2027:

The value creation category is measured based on EVA. SCHOTT Pharma Group's EVA is defined as its operating income (EBIT) less the costs used to employ the average capital tied up, i.e. the capital tied up in operations to achieve the company's objectives. It largely comprises current and non-current assets, less trade payables and advance payments received on orders. The average is determined as the arithmetic mean of the twelve monthly values during the reporting period. This average is then multiplied by the cost of capital.

The target value corresponds to the total EVA over the entire performance period and was set at EUR 584m. The Supervisory Board has set a threshold value of EUR 484m, i.e. actual results that are equal to or below this amount result in a target achievement level of 0%. The cap which, if reached or exceeded, leads to the maximum possible target achievement level of 180%, is EUR 684m. The value creation category is included in the calculation of the overall target achievement level with a weighting of 60%.



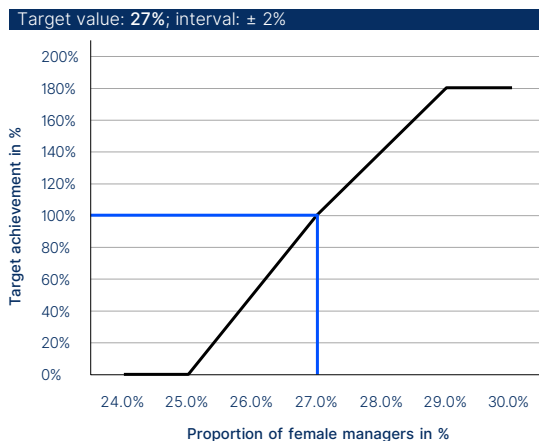
The sustainability category is assigned a weighting of 30% for the overall target achievement level and, in the 2023/2024 tranche, comprises two environment and social performance targets, each with an equal weighting of 15%.

As far as the environmental target is concerned, SCHOTT Group's successful certification by the external and independent rating agency Ecovadis has been defined as the performance target for the financial year 2025/2026. The target value is based on the index points awarded by Ecovadis and is one (1) index point above the minimum required for "gold"

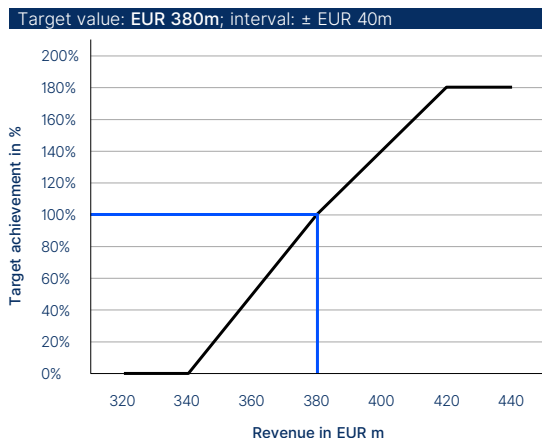
category certification. The threshold value and cap are defined based on an interval of ± 5 index points.



The focus of the social target is on the proportion of female managers with disciplinary management responsibility within SCHOTT Pharma Group. The performance target has been defined as the ratio (in percentage terms) of female managers to the total number of managers not covered by the collectively agreed system or its international equivalent at the end of the performance period, i.e. on 30 September 2027. The target value is 27.0%, the threshold value is 25.0% and the cap is 29.0%.



The strategy category is operationalised in the 2023/2024 tranche through strategic investment projects in Germany, Switzerland, Serbia and Hungary, which will make a key contribution to the successful development of SCHOTT Pharma Group in the long run. The Supervisory Board has set the revenue generated from these projects in the financial year 2026/2027 as the performance target. A target value of EUR 380m has been defined in this regard. The corresponding threshold value is EUR 340m and the cap is EUR 420m. The strategy category is included in the calculation of the overall target achievement level with a weighting of 10%.



OTHER REMUNERATION

IPO INCENTIVE PROGRAMME

Agreements were entered into with both members of the Management Board that provide for bonus payments in the event of a successful IPO. The agreements comprise two elements: an IPO bonus, which incentivises a successful IPO execution, and a retention bonus, which creates incentives to remain with the Company after the IPO. These agreements commenced on 1 March 2022 and will terminate at the end of the month that is twelve months after the first exchange trading day, i.e. on 30 September 2024.

Bonus payments are based on a defined plan amount of EUR 200,000 for Andreas Reisse and EUR 100,000 for Dr. Almuth Steinkühler.

IPO bonus

Under the IPO bonus, the members of the Management Board may receive a bonus amounting to up to three plan amounts (i.e. a maximum of EUR 600,000 for Andreas Reisse and EUR 300,000 for Dr. Almuth Steinkühler). A bonus payment equivalent to a plan amount was agreed for execution of the IPO, irrespective of its success. Depending on the success of the IPO, the IPO bonus may increase by up to two further plan amounts.

The enterprise value of SCHOTT Pharma KGaA was chosen as the reference for determining the success of the IPO, with a multiplier used to determine the number of plan amounts resulting from enterprise value achieved. This multiplier defines the ratio of enterprise value to an agreed EBITDA figure of EUR 200m.

The target value for a successful IPO was set at an enterprise value of EUR 4bn, translating into a multiplier of 20x. In this case, the IPO bonus would increase by a further plan amount for IPO success, on top of the plan amount for IPO execution, bringing the bonus to a total of two plan amounts. A multiplier of 10x was set as the threshold value for IPO success, with a cap at a multiplier of 30x, with multiplier values of more than 10 and less than 30 being rounded commercially, to one decimal place.

The enterprise value at the time of the IPO was EUR 4.2bn, yielding a multiplier of 21 and 1.1 plan amounts respectively. Together with the plan amount for IPO execution, the total

IPO bonus thus amounts to 2.1 plan amounts, equivalent to a bonus amount of EUR 420,000 for Andreas Reisse and EUR 210,000 for Dr. Almuth Steinkühler.

The agreements provide for 50% of the IPO bonus to be paid out with the payroll date following the IPO, i.e. October 2023. The remaining 50% will be disbursed with the payroll twelve months after the IPO, i.e. September 2024. Disbursement is subject, however, to both individuals being duly appointed as members of the Management Board of SCHOTT Pharma Management AG on the last day of the respective payment months, and that their respective service contracts are still in force.

Taking these conditions into account, EUR 210,000 were paid to Andreas Reisse and EUR 105,000 to Dr. Almuth Steinkühler in October 2023. For the purposes of the Remuneration Report for the financial year 2022/2023, these payments were considered as remuneration owed for the reporting period.

Given that the Management Board members were duly appointed members of the Management Board of SCHOTT Pharma Management AG on 30 September 2024 and their respective service contracts were still in force, the remaining 50% of the IPO bonus were paid out in September 2024 as agreed. Andreas Reisse received a payment of EUR 210,000, with Dr. Almuth Steinkühler receiving EUR 105,000. These payments are considered as remuneration granted for the reporting period.

Retention bonus

As the second element of the agreement, the retention bonus is focused on retaining the Management Board members for the Company. It will be disbursed with the payroll twelve months after the IPO, i.e. September 2024. The retention bonus provides for one additional payment equivalent to the plan amount set out above. Likewise, disbursement is subject to both individuals being duly appointed as members of the Management Board of SCHOTT Pharma Management AG on the last day of the respective payment month, and that their respective service contracts are still in force.

Given that the Management Board members were duly appointed members of the Management Board of SCHOTT Pharma Management AG on 30 September 2024 and their respective service contracts were still in force, the retention bonus was paid out in September 2024 as agreed. Andreas Reisse received a payment of EUR 200,000, with Dr. Almuth Steinkühler receiving EUR 100,000. These payments are considered as remuneration granted for the reporting period.

THIRD-PARTY REMUNERATION

Both Management Board members received a bonus from SCHOTT AG, Mainz, Germany, the largest indirect shareholder of SCHOTT Pharma KGaA, during the reporting period. SCHOTT Pharma Group's EBITDA target for the purposes of the STI for the financial year 2022/2023 did not result in a payout. However, both Management Board members demonstrated strong commitment and made a key contribution to SCHOTT Pharma's development, ultimately leading to a successful IPO on 28 September 2023. In recognition of their efforts, SCHOTT AG granted Andreas Reisse a bonus of EUR 40,000 and Dr. Almuth Steinkühler a bonus of EUR 15,000 in March 2024.

In accordance with section 87a(2) sentence 2 AktG, the payments represent a deviation from the remuneration system for Management Board members. The circumstances and the need for the one-off deviation were disclosed to and approved by the Supervisory Board of SCHOTT Pharma Management AG on 12 March 2024.

TOTAL REMUNERATION

The following tables provide an overview of remuneration granted and owed to the members of the Management Board in the reporting year. They also show the maximum remuneration pursuant to section 87a AktG.

Total Remuneration 2023/2024

Andreas Reisse
Chief Executive Officer (CEO) since 8/2022

	2023/2024		2022/2023	
	in EUR	in %	in EUR	in %
Fixed remuneration				
Fixed annual salary	396,507	34.7	355,839	48.8
Fringe benefits	14,918	1.3	12,295	1.7
Pension benefits	106,632	9.3	0	0.0
Total	518,057	45.4	368,134	50.5
Variable remuneration				
STI (variable remuneration)	174,096	15.2	149,422	20.5
Other remuneration				
IPO Incentive Programme	410,000	35.9	210,000	28.8
Third-party remuneration	40,000	3.5	0	0.0
Inflation adjustment	0	0.0	1,500	0.2
			Maximum remuneration	
Remuneration granted and owed	1,142,153	100.0	2,000,000	100.0
Pension expenses	0		109,555	
Total Remuneration	1,142,153		838,611	

Dr. Almuth Steinkühler
Member of the Management Board (CFO) since 8/2022

	2023/2024		2022/2023	
	in EUR	in %	in EUR	in %
Fixed remuneration				
Fixed annual salary	254,007	37.5	207,400	50.5
Fringe benefits	23,220	3.4	22,415	5.5
Pension benefits	71,007	10.5	9,000	2.2
Total	348,234	51.4	238,815	58.1
Variable remuneration				
STI (variable remuneration)	108,810	16.1	65,380	15.9
Other remuneration				
IPO Incentive Programme	205,000	30.3	105,000	25.6
Third-party remuneration	15,000	2.2	0	0.0
Inflation adjustment	0	0.0	1,500	0.4
			Maximum remuneration	
Remuneration granted and owed	677,044	100.0	1,500,000	100.0
Pension expenses	0			
Total Remuneration	677,044		410,695	

SUPERVISORY BOARD REMUNERATION

The Annual General Meeting of SCHOTT Pharma KGaA held on 14 March 2024 approved the re- remuneration system for the members of the Supervisory Board of SCHOTT Pharma Management AG, the general partner of SCHOTT Pharma KGaA, and the remuneration system for the members of the Supervisory Board of SCHOTT Pharma KGaA with a majority of 99.77%.

Considering the responsibilities of members of both boards, due care was taken when determining the remuneration system to ensure that remuneration adequately reflects the demands placed upon Supervisory Board members, both in terms of requirements and the time spent, and that it is deemed appropriate relative to prevailing market terms.

In line with this objective, Supervisory Board members receive fixed remuneration, plus additional remuneration for membership of a Supervisory Board committee.

In addition, all Supervisory Board members are reimbursed for expenses incurred in connection with exercising their mandate, as well as any value-added tax that may be payable on their fees.

Fixed remuneration amounts to EUR 40,000 per financial year for each member of the Supervisory Board; the Chair of the Supervisory Board receives twice this amount, the Deputy Chair one and a half times.

Each member of the Audit Committee of SCHOTT Pharma KGaA's Supervisory Board receives additional committee remuneration of EUR 10,000 for each financial year. The Chair

of the Audit Committee of SCHOTT Pharma KGaA's Supervisory Board receives a further EUR 10,000 per financial year.

All amounts apply to a full financial year; where a member has not served for the full financial year, the amounts are reduced pro rata temporis (in full months).

Payment of committee remuneration is subject to the respective committee having fulfilled its duties at a meeting during the respective reporting period.

As of 30 September 2024, the members of the Supervisory Board of SCHOTT Pharma Management AG are Dr. Frank Heinrich (Chairman), Kai Olbricht (Deputy Chairman), Peter Goldschmidt and Dr. Wolfgang Wienand. Dr. Frank Heinrich, Peter Goldschmidt and Dr. Wolfgang Wienand served as members throughout the entire reporting period. Dr. Jens Schulte resigned from the Supervisory Board with effect from 30 April 2024, and Kai Olbricht joined the Supervisory Board on 1 May 2024.

As of 30 September 2024, the members of the Supervisory Board of SCHOTT Pharma KGaA are Peter Goldschmidt (Chairman), Dr. Wolfgang Wienand (Deputy Chairman), Ann-Kristin Erkens, Eva Kienle, Christine Wening (employee representative) and Mario Just (employee representative). All of these individuals served as members of the Supervisory Board throughout the entire reporting period. Peter Goldschmidt and Dr. Wolfgang Wienand are also members of the Supervisory Board of SCHOTT Pharma Management AG.

Overview of remuneration for Supervisory Board members in the financial year 2023/2024:

(in EUR)		Financial year	Period of appointment	Fixed remuneration	Remuneration for committee membership	Total remuneration
SCHOTT Pharma Management AG						
		2023/2024	entire year	-	-	-
Dr. Frank Heinrich ¹	Chairman	2022/2023	entire year	-	-	-
	Deputy	2023/2024	until April 2024	-	-	-
Dr. Jens Schulte ¹	Chairman	2022/2023	entire year	-	-	-
	Deputy	2023/2024	since May 2024	-	-	-
Kai Olbricht ¹	Chairman	2022/2023	-	-	-	-
		2023/2024	entire year	40,000	-	40,000
Peter Goldschmidt		2022/2023	since April 2023	16,667	-	16,667
		2023/2024	entire year	40,000	-	40,000
Dr. Wolfgang Wienand		2022/2023	since April 2023	16,667	-	16,667

SCHOTT Pharma AG & Co. KGaA						
		2023/2024	entire year	80,000	–	80,000
Peter Goldschmidt	Chairman	2022/2023	since April 2023	33,333	–	33,333
	Deputy	2023/2024	entire year	60,000	–	60,000
Dr. Wolfgang Wienand	Chairman	2022/2023	since April 2023	25,000	–	25,000
		2023/2024	entire year	40,000	20,000	60,000
Eva Kienle		2022/2023	since April 2023	16,667	3,333	20,000
		2023/2024	entire year	40,000	10,000	50,000
Ann-Kristin Erkens		2022/2023	since April 2023	16,667	1,667	18,334
		2023/2024	entire year	40,000	10,000	50,000
Christine Wening		2022/2023	since April 2023	16,667	1,667	18,334
		2023/2024	entire year	40,000	–	40,000
Mario Just		2022/2023	since April 2023	16,667	–	16,667

¹ Dr. Frank Heinrich and Dr. Jens Schulte, members of the Management Board of SCHOTT AG, and SCHOTT AG senior executive Kai Olbricht did not receive any remuneration for their work on the Supervisory Board of SCHOTT Pharma Management AG.

CHANGE IN REMUNERATION FOR THE MANAGEMENT BOARD, COMPARED TO REMUNERATION FOR EMPLOYEES AND THE SUPERVISORY BOARD

Pursuant to section 162(1) sentence 2 no. 2 AktG, the table below provides an overview of the annual change in the remuneration granted and owed to members of the Management Board and the Supervisory Boards, as well as the development of average remuneration paid to employees and the earnings development of the Company and SCHOTT Pharma Group.

Employee remuneration is based on SCHOTT Pharma KGaA's total workforce comprising all employees in Germany below the Management Board. Total workforce includes all employees regardless of whether they are covered by the collectively agreed system as well as senior executives ("leitende Angestellte"); it does not include apprentices. For employees who did not work for SCHOTT Pharma KGaA in Germany throughout the financial year, remuneration is extrapolated to twelve months. Remuneration is determined based on full-time equivalents.

The limitation to only include staff employed in Germany is due to different salary levels worldwide; it also reflects the fact that the two members of the Management Board have their place of work in Germany and are resident there.

Besides the base salary, average remuneration of the total workforce includes fringe benefits, add-on payments, bonuses and variable remuneration, which may fluctuate due to their very nature, depending on actual target achievement.

Earnings development is presented based on revenue and EBITDA of SCHOTT Pharma Group as well as profit for the period (in accordance with the HGB) of SCHOTT Pharma KGaA – key performance indicators for SCHOTT Pharma KGaA and SCHOTT Pharma Group. Furthermore, revenue and EBITDA form part of financial targets to determine variable remuneration for members of the Management Board and numerous employees within the overall workforce. These indicators therefore have a material impact on the level of

remuneration. The earnings development of SCHOTT Pharma Group for the financial year 2023/2024 is shown below:

Change in earnings performance, compared to remuneration for the Management Board, employees and the Supervisory Board

	2023/2024		2022/2023	
		Change in %		Change in %
Earnings performance (in EURm)				
SCHOTT Pharma Group revenue	957.1	6.5	898.6	9.4
SCHOTT Pharma Group EBITDA	257.6	7.7	239.0	8.8
SCHOTT Pharma KGaA profit for the period (HGB)	39.9	-8.4	43.5	71.3
Average employee remuneration (in EUR)				
Total workforce in Germany (excluding the Management Board)	71,322	4.6	68,194	7.3
Current members of the Management Board (in EUR)				
Andreas Reisse	1,142,153	56.7	729,056	10.1
Dr. Almuth Steinkühler ¹	677,044	64.9	410,695	104.6
Current members of the Supervisory Board (in EUR)				
Dr. Frank Heinrich ²	-	-	-	-
Dr. Jens Schulte ²	-	-	-	-
Kai Olbricht ²	-	-	-	-
Peter Goldschmidt ³	120,000	140.0	50,000	-
Dr. Wolfgang Wienand ³	100,000	140.0	41,667	-
Eva Kienle ³	60,000	200.0	20,000	-
Ann-Kristin Erkens ³	50,000	172.7	18,334	-
Christine Wening ³	50,000	172.7	18,334	-
Mario Just ³	40,000	140.0	16,667	-

¹ Joined SCHOTT Group on 1 Feb 2022.

² Dr. Frank Heinrich and Dr. Jens Schulte, members of the Management Board of SCHOTT AG, and SCHOTT AG senior executive Kai Olbricht did not receive any remuneration for their work on the Supervisory Board of SCHOTT Pharma Management AG.

³ Joined the Supervisory Board as of April 2023; therefore, remuneration for the financial year 2022/2023 was granted on a pro-rata basis.

LIABILITY REMUNERATION FOR SCHOTT PHARMA MANAGEMENT
AG/REIMBURSEMENT OF EXPENSES FOR THE FINANCIAL YEAR 2023/2024

In its capacity as general partner, SCHOTT Pharma Management AG received annual remuneration of EUR 2,000 (= 4% of the share capital), which is independent of profits and losses, for assuming management responsibilities and personal liability.

SCHOTT Pharma Management AG is also entitled to receive compensation from SCHOTT Pharma KGaA for all expenses associated with the management of the Company's business, including the remuneration paid to members of its executive bodies.

Mainz, Germany, 10 December 2024

SCHOTT Pharma AG & Co. KGaA

For the Supervisory Board

For the Management Board

Peter Goldschmidt

Andreas Reisse

Dr. Almuth Steinkühler

Independent auditor's report

To SCHOTT Pharma AG & Co. KGaA

We have audited the attached remuneration report of SCHOTT Pharma AG & Co. KGaA, Mainz, prepared to comply with Sec. 162 AktG ["Aktiengesetz": German Stock Corporation Act] for the fiscal year from October 1, 2023 to September 30, 2024 and the related disclosures.

Responsibilities of the executive directors and the Supervisory Board

The executive directors and Supervisory Board of SCHOTT Pharma AG & Co. KGaA are responsible for the preparation of the remuneration report and the related disclosures in compliance with the requirements of Sec. 162 AktG. In addition, the executive directors and Supervisory Board are responsible for such internal control as they determine is necessary to enable the preparation of a remuneration report and the related disclosures that are free from material misstatement, whether due to fraud (i.e., fraudulent financial reporting and misappropriation of assets) or error.

Auditor's responsibility

Our responsibility is to express an opinion on this remuneration report and the related disclosures based on our audit. We conducted our audit in compliance with German Generally Accepted Standards for Financial Statement Audits promulgated by the Institut der Wirtschaftsprüfer [Institute of Public Auditors in Germany] (IDW). Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the remuneration report and the related disclosures are free from material misstatement, whether due to fraud or error.

An audit involves performing procedures to obtain audit evidence about the amounts in the remuneration report and the related disclosures. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the remuneration report and the related disclosures, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the preparation of the remuneration report and the related disclosures in order to plan and perform audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the accounting policies used and the reasonableness of accounting estimates made by the executive directors and the Supervisory Board, as well as evaluating the overall presentation of the remuneration report and the related disclosures.

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

Opinion

In our opinion, on the basis of the knowledge obtained in the audit, the remuneration report for the fiscal year from October 1, 2023 to September 30, 2024 and the related disclosures comply, in all material respects, with the financial reporting provisions of Sec. 162 AktG.

Other matter – formal audit of the remuneration report

The audit of the content of the remuneration report described in this auditor's report comprises the formal audit of the remuneration report required by Sec.162 (3) AktG and the issue of a report on this audit. As we are issuing an unqualified opinion on the audit of the content of the remuneration report, this also includes the opinion that the disclosures pursuant to Sec. 162 (1) and (2) AktG are made in the remuneration report in all material respects.

Eschborn/Frankfurt am Main, December 10, 2024

EY GmbH & Co. KG Wirtschaftsprüfungsgesellschaft

Bauer
Wirtschaftsprüfer
[German Public Auditor]

Behr
Wirtschaftsprüferin
[German Public Auditor]

III. FURTHER INFORMATION ON PROF. DR. CARIUS (AGENDA ITEM 7)

Name: Prof. Dr. Wolfram Carius

Year of Birth: 1961

Gender: Male

Nationality: German

Member since: –

Current Position:

Executive Vice President, Bayer Pharmaceuticals, Bayer Aktiengesellschaft, Leverkusen

Professional Career:

seit 2020	Executive Vice President, Bayer Pharmaceuticals, Bayer Aktiengesellschaft, Leverkusen
2016 – 2020	Bayer Pharmaceuticals, Executive Vice President Supply of Pharmaceutical Products, Member of the Leadership Team
2014 – 2016	Sanofi, Senior Vice President Biologics, Member of the Group Leadership Team
2014	Sanofi, Senior Vice President Biopharma Strategy, Member of the Group Leadership Team
2009 – 2013	Boehringer Ingelheim, Member of the Management Board, 2012 – 2013 responsible for Operations and Biopharma, 2009 – 2012 responsible for Operations and Human Resources
1993 – 2008	Boehringer Ingelheim, various positions in Germany and abroad
1987 – 1993	Dr. Karl Thomae, various positions

Education:

1984 – 1987	PhD (Pharmacy), University of Saarland
1985	State Examination (Pharmacy)
1980 – 1984	Study of Pharmacy, University of Saarland

Special Skills/Experience in the Qualification Matrix:

Prof. Dr. Carius has expertise in the field of accounting and auditing in accordance with section 100 para. 5 AktG and recommendation D.3 DCGK.

Prof. Dr. Carius also has industry and sector knowledge as well as expertise and experience in the fields of sustainability/ESG, digitalization and innovation, corporate governance, controlling and risk management, supervisory activities, and human resources.

Memberships in other statutory supervisory boards:

None.

Memberships in comparable domestic and foreign supervisory bodies of commercial enterprises:

- Member of the Board of Directors of (listed) Siegfried AG, Zofingen, Switzerland;
- Member of the Board of Directors of Südpack Medica AG, Baar, Switzerland;
- Member of the Board of Directors of Ferring Ventures SA, Lausanne, Switzerland.

Prof. Dr. Carius does not chair any of these boards. He also does not hold any executive function in these boards.

Other significant activities:

None

Information according to the recommendations of the German Corporate Governance Code (DCGK):

The Supervisory Board considers Prof. Dr. Carius to be independent. According to the Supervisory Board's assessment, there are no personal or business relationships to be disclosed in accordance with recommendation C.13 DCGK that are relevant to the election decision of an objectively judging shareholder between Prof. Dr. Carius on the one hand and the Company, its group companies, the Company's bodies, or a shareholder directly or indirectly holding more than 10% of the voting shares in the Company on the other hand, in particular not with SCHOTT AG, Mainz or any other company of the SCHOTT Group.

IV. FURTHER INFORMATION AND NOTES ON THE CONVENING**1. Total number of shares and voting rights**

At the time the Annual General Meeting is convened, the Company's share capital is divided into 150,614,616 no-par value shares and consists exclusively of bearer

shares, each of which grants one vote. The Company holds no treasury shares at the time the Annual General Meeting is convened. At the time the Annual General Meeting is convened, there are therefore 150,614,616 voting rights.

2. Information on the implementation of the virtual Annual General Meeting

The General Partner has decided to hold the Annual General Meeting as a virtual Annual General Meeting in accordance with Article 15 sentence 1 of the Company's Articles of Association and section 278 (3) AktG in conjunction with section 118a AktG. Physical attendance of shareholders and their proxies (with the exception of the Company's proxies) at the venue of the Annual General Meeting is excluded.

Holding the General Meeting as a virtual General Meeting enables shareholders based abroad in particular to participate in the Annual General Meeting and exercise all meeting-related shareholder rights without having to travel to a meeting venue. The shareholder rights in the virtual Annual General Meeting in accordance with section 118a AktG (as described below) essentially correspond to those in a physical Annual General Meeting and partially even go beyond them.

The Company has set up an internet-based, password-protected General Meeting and voting system (InvestorPortal) for the virtual General Meeting. The InvestorPortal enables shareholders or their proxies to participate in the virtual General Meeting by connecting electronically and to exercise meeting-related shareholder rights by means of electronic communication.

The InvestorPortal can be accessed via the Company's website at

<https://www.schott-pharma.com/investor-relations/events/annual-general-meeting/>

and is expected to be activated from 14th January 2025. Access to the InvestorPortal requires the entry of access data, which will be sent to the shareholders or their proxies after proper registration and evidence of shareholding.

Shareholders or their proxies may exercise their voting rights by way of voting by mail (also by means of electronic communication) or by issuing power of attorney and instructions to the proxies appointed by the Company. Prior to the meeting, shareholders who have properly registered and properly provided evidence of their shareholding or their proxies may also submit statements by means of electronic communication. During the meeting, shareholders or their proxies who are electronically connected to the meeting will be granted the right to speak at the meeting by means of video communication. As part of their right to speak at the meeting via video communication, they are also entitled to submit motions and election proposals and to request information from the General Partner, as well as to declare objections to resolutions of the General Meeting in the minutes via electronic communication. Further details on this are described below.

In view of the special features of the virtual General Meeting, we ask shareholders and their proxies to pay particular attention to the following information on registering for the General Meeting as well as on exercising voting rights and other shareholder rights.

3. Requirements for the participation at the General Meeting and the exercise of voting rights

Only those shareholders who have registered with the Company in text form in German or English by the end of **28th January 2025 (24:00 hours CET)**, at the latest, at one of the following contact options:

SCHOTT Pharma AG & Co. KGaA
c/o Computershare Operations Center
80249 Munich
Deutschland

or e-mail: anmeldestelle@computershare.de

and who have provided the Company with evidence of their entitlement to participate at the General Meeting and to exercise voting rights are entitled to such rights. To prove their entitlement, shareholders must, by the end of **28th January 2025 (24:00 CET)** at the latest, have provided special evidence of their shareholding to one of the aforementioned contact options referring to the close of business on the 22nd day before the General Meeting, i.e. **13th January 2025 (24:00 CET)** (Record Date). Evidence of shareholding pursuant to section 67c (3) AktG is sufficient in any case.

Registration and proof of share ownership can generally also be transmitted via intermediaries to one of the above contact options or via the following SWIFT address by the end of **28th January 2025 (24:00 CET)** at the latest (receipt by the Company is decisive):

SWIFT: CMDHDEMMXXX; Instructions according to ISO 20022; Authorization via SWIFT Relationship Management Application (RMA) required

The options available to them in each individual case should be inquired by the shareholders from their respective (last) intermediary, e.g., their custodian bank.

After receipt of the registration and evidence of shareholding, registered shareholders will receive registration confirmations on which the number of votes and the necessary access data for the InvestorPortal are printed.

In order to ensure that the registration confirmations are received in time, we ask shareholders to ensure that they register and send evidence of their shareholding to the Company in good time.

As regards the participation at the General Meeting and the exercise of voting rights, only those who have provided evidence of shareholding properly are considered shareholders in relation to the Company. The right of participation at the General Meeting and the extent of the voting rights are solely determined by the shareholding on the Record Date. The Record Date is not accompanied by a lock on the sale of shares. Even a full or partial sale of the shareholding after the Record Date does not affect the right to participate and the voting right. This also applies accordingly to the acquisition of shares after the Record Date. Persons who do not yet hold shares on the Record Date and become shareholders only thereafter are entitled to participate at the General Meeting and exercise voting rights for the shares held by them only to

the extent that they are authorized by proxy or otherwise authorized to exercise rights. However, the Record Date has no significance for the entitlement to dividend as this entitlement only depends on the shareholder status on the day of the resolution on the distribution of profits by the General Meeting.

4. Exercise of the voting right

Voting rights may be exercised only by voting by mail (also by means of electronic communication) or by granting power of attorney and issuing instructions to the proxies appointed by the Company. The exercise of voting rights requires proper registration and proper evidence of shareholding in accordance with the above provisions. Further details on exercising voting rights are described below.

4.1 Voting by mail

Shareholders or their proxies may exercise their voting rights in writing or by means of electronic communication ("voting by mail"), even without attending the meeting. Votes by mail can either be cast electronically via the InvestorPortal or by using the form for voting by mail or proxy voting sent to shareholders as part of their registration confirmation after proper registration and which is also available as a sample on the Company's website at

<https://www.schott-pharma.com/investor-relations/events/annual-general-meeting/>.

Voting by mail electronically via the InvestorPortal may be carried out until the time specified by the chair of the meeting in the context of the voting. Up to this point in time, it is also possible to revoke or change the votes cast via the InvestorPortal.

Votes by mail cast by means of the form for voting by mail or proxy voting can be sent to the Company by mail or e-mail and, for organizational reasons, must be received by the Company at the latest by the end of **3rd February 2025 (24:00 hours CET)** at one of the following contact options:

SCHOTT Pharma AG & Co. KGaA
c/o Computershare Operations Center
80249 Munich
Germany

or e-mail: anmeldestelle@computershare.de

Up to this date and time, votes by mail cast by means of the form for voting by mail or proxy voting may also be changed or revoked at the aforementioned postal address or e-mail address. After this date and time, votes cast using the form for voting by mail or proxy voting can be changed or revoked via the InvestorPortal as described above.

Postal votes, their modification, and revocation can generally also be transmitted via intermediaries to the aforementioned postal address or email address or via the following SWIFT address by the end of **3rd February 2025 (24:00 CET)** at the latest (receipt by the company is decisive):

SWIFT: CMDHDEMMXXX; Instructions according to ISO 20022; Authorization via SWIFT Relationship Management Application (RMA) required

The options available to them in each individual case should be inquired by the shareholders from their respective (last) intermediary, e.g., their custodian bank.

4.2 Voting by the proxies appointed by the Company

The Company offers its shareholders or their proxies to authorize proxies appointed by the Company and bound by instructions to exercise their voting rights. The proxies of the Company are obliged to vote as instructed. They cannot exercise voting rights at their own discretion. In the absence of explicit and unambiguous instructions, the proxies of the Company will abstain from voting on the respective voting item. The proxies of the Company may not be instructed to exercise shareholder rights beyond the exercise of voting rights in accordance with instructions.

Proper registration and proper evidence of shareholding in accordance with the above provisions are also required in case powers of attorney and instructions are issued to the proxies of the Company. This does not preclude the granting of a power of attorney after registration has been completed.

Powers of attorney and instructions to the proxies appointed by the Company may be issued either electronically via the InvestorPortal, which is also available as an electronic means of transmitting evidence of authorization of the proxies to the Company, or by using the form for voting by mail or proxy voting sent to shareholders as part of their registration confirmation after registration and which is also available as a sample on the Company's website at

<https://www.schott-pharma.com/investor-relations/events/annual-general-meeting/>.

The granting of powers of attorney and instructions, their amendment, revocation and the evidence of authorization of the proxies of the Company may be made electronically via the InvestorPortal from the time the InvestorPortal is activated until the time specified by the chair of the meeting in the context of the voting.

The powers of attorney and instructions to the proxies appointed by the Company issued by means of the form for voting by mail or proxy voting may be sent to the Company by mail or e-mail and, for organizational reasons, must be received by the Company at the latest by the end of **3rd February 2025 (24:00 CET)** at one of the following contact options:

SCHOTT Pharma AG & Co. KGaA
c/o Computershare Operations Center
80249 Munich
Germany

or e-mail: anmeldestelle@computershare.de

Up to this date and time, the powers of attorney and instructions to the proxies appointed by the Company issued by means of the form for voting by mail or proxy voting may also be changed or revoked at the aforementioned postal address or e-mail

address. After this date and time, the powers of attorney and instructions to the proxies appointed by the Company issued by means of the form for voting by mail or proxy voting may be changed or revoked via the InvestorPortal as described above.

The granting of proxies and instructions to the voting representatives appointed by the company, their modification, and revocation can generally also be transmitted via intermediaries to the aforementioned postal address or email address or via the following SWIFT address by the end of **3rd February 2025 (24:00 CET)** at the latest (receipt by the company is decisive):

SWIFT: CMDHDEMMXXX; Instructions according to ISO 20022; Authorization via SWIFT Relationship Management Application (RMA) required

The options available to them in each individual case should be inquired by the shareholders from their respective (last) intermediary, e.g., their custodian bank.

4.3 Procedure regarding the authorization of third parties

Shareholders may also have their rights in connection with the General Meeting exercised by a proxy, e.g., the depository bank, an association of shareholders or another person of their choice, to the extent these are willing to do so. Authorized third parties also may not physically participate in the virtual General Meeting and may exercise the voting rights only as described above by way of voting by mail (also by means of electronic communication) or by granting power of attorney and issuing instructions to the proxies appointed by the Company.

Proper registration and proper evidence of shareholding in accordance with the above provisions are also required in case a power of attorney is granted. This does not preclude the granting of a power of attorney after registration has been completed.

The granting of the power of attorney, its amendment and revocation as well as the evidence of authorization vis-à-vis the Company require the text form; intermediaries, shareholders' associations and proxy advisors within the meaning of section 134a (1) no. 3 AktG and other persons equivalent to intermediaries pursuant to section 135 (8) AktG may provide for deviating provisions in case of their authorization.

To authorize third parties, shareholders can use the InvestorPortal, which is also available as an electronic means of transmitting evidence of the appointment of a proxy to the Company. The granting of a power of attorney, its amendment, its revocation and the evidence of authorization of third parties via the InvestorPortal can be made from the activation of the InvestorPortal until the closure of the General Meeting.

To authorize third parties, shareholders can also use the form for voting by mail or proxy voting which will be sent to shareholders or their proxies as part of the registration confirmation after registration and which is also available as a sample on the Company's website at

<https://www.schott-pharma.com/investor-relations/events/annual-general-meeting/>.

If third parties are authorized by means of the form for voting by mail or proxy voting or otherwise in text form outside of the InvestorPortal, the proper authorization must

have been received by the Company for organizational reasons by the end of **3rd February 2025 (24:00 hours CET)**, at the latest, at one of the following contact options:

SCHOTT Pharma AG & Co. KGaA
c/o Computershare Operations Center
80249 Munich
Germany

or e-mail: anmeldestelle@computershare.de

If a shareholder timely grants, amends or revokes authorizations to third parties both electronically via the InvestorPortal and by means of the form for voting by mail or proxy voting or by other means, the last declaration made electronically via the InvestorPortal will be considered binding regardless of the time of receipt of the declarations.

The use of the InvestorPortal by the proxy requires that the proxy receives the access data sent with the registration confirmation to the General Meeting from the grantor of the proxy unless the access data have been sent directly to the proxy.

4.4 Further Information on Exercising Voting Rights

If the Company receives differing, formally correct declarations regarding the exercise of voting rights or in connection with the granting, amendment, and revocation of a proxy or instruction to the voting representatives appointed by the Company for the same share via different transmission channels, and it is not clear to the Company which of these declarations was made last, these declarations will be treated as binding in the following order of transmission channels, regardless of the time of their receipt: (1) InvestorPortal, (2) section 67c para. 1 and para. 2 sentence 3 AktG in conjunction with Article 2 para. 1 and para. 3 and Article 9 para. 4 of the Implementing Regulation (EU) 2018/1212, (3) Email, and (4) Paper form.

If declarations with more than one form of exercising voting rights are received via the same channel, the following applies: Postal votes take precedence over the granting of proxy and instructions to the voting representatives appointed by the company; the granting of proxy and instructions to the voting representatives appointed by the Company takes precedence over the granting of proxy and instructions to an intermediary, a shareholders' association, a voting advisor, and a person equivalent to these according to section § 135 para. 8 AktG.

5. Information on shareholders' rights pursuant to section 278 (3) AktG in conjunction with section 118a (1), section 122 (2), section 126 (1) and (4), section 127, section 130a, section 131 (1) and section 293g (3) AktG

5.1 Supplements to the agenda at the request of a minority pursuant to section 278 (3) AktG in conjunction with section 122 (2) AktG

Shareholders whose total combined shares amount to the twentieth part of the share capital or the proportionate amount of the share capital of EUR 500,000.00 (that is equivalent to 500,000 non-par value shares), can request, pursuant to section 278 (3) AktG in conjunction with section 122 (2) AktG, that items be placed on the agenda and notice thereof be given. For each new item, reasons or a draft resolution must be attached.

Supplemental requests must be received by the Company at least 30 days prior to the General Meeting in writing; the day of receipt and the day of the General Meeting are not included in that calculation. Therefore, the last possible date for receipt is **4th January 2025 (24:00 hours CET)**. Supplemental requests received after that date cannot be taken into account.

Applicants must provide evidence that they have held the minimum quantity of shares for at least ninety days prior to the day of the receipt of the supplemental request by the Company and that they hold the shares until the General Partner's decision on the supplemental request (section 278 (3) AktG in conjunction with section 122 (2), (1) sentence 3 AktG). When calculating the shareholding period, section 70 AktG must be observed.

Please send any supplemental requests to the following address:

SCHOTT Pharma AG & Co. KGaA
Die persönlich haftende Gesellschafterin / General Partner
SCHOTT Pharma Management AG
– Management Board / Vorstand –
Hattenbergstraße 10
55122 Mainz
Germany

5.2 Motions and election proposals by shareholders pursuant to section 278 (3) AktG in conjunction with section 126, section 127, section 118a (1) sentence 2 no. 3, section 130a (5) sentence 3 AktG

Prior to the General Meeting shareholders may submit countermotions to the Company regarding proposals made by the General Partner and/or the Supervisory Board pertaining to a specific item on the agenda. Shareholders may also submit proposals for the election of auditors. Countermotions and proposals for election to be made available that have been received by the Company at one of the following contact options at least 14 days prior to the General Meeting, not counting the day of receipt and the day of the General Meeting, i.e., until **20th January 2025 (24:00 hours CET)** at the latest, will be made available on the Company's website to the other shareholders, including the name of the submitting shareholder and any reasons given, at

<https://www.schott-pharma.com/investor-relations/events/annual-general-meeting/>.

Any comments of the management of the Company on counter motions or proposals for election will also be published under the internet address provided above.

Counter motions and proposals for election must be sent to one of the following contact options:

SCHOTT Pharma AG & Co. KGaA
– Investor Relations –
Hattenbergstraße 10
55122 Mainz
Germany

e-mail: IR.Pharma@schott.com

Counter motions and any reasons given do not need to be made available under the prerequisites of section 126 (2) sentence 1 AktG. Pursuant to section 126 (2) sentence 2 AktG, any reasons for a counter motion also do not need to be made available if they amount to more than 5,000 characters in total. Section 126 AktG applies analogously to the proposal of a shareholder for the election of auditors or for the election of members of the Supervisory Board pursuant to section 127 AktG.

In addition, proposals for the election of auditors pursuant to section 127 AktG will be made available only if they contain the name, the profession exercised and the residential address of the proposed person or the name and registered office of the proposed legal entity.

Pursuant to section 126 (4) AktG, counter motions and proposals for election by shareholders to be made available by the Company are deemed to have been made at the time they are made available. Shareholders who have properly registered for the General Meeting and properly provided evidence of their shareholding may exercise their voting rights in respect of these counter motions and election proposals. If the shareholder submitting the counter motion or election proposal is not properly registered for the General Meeting or if this shareholder has not provided proper evidence of shareholding, the counter motion or election proposal does not have to be dealt with at the General Meeting.

Counter motions and election proposals as well as other motions may also be made during the General Meeting by means of video communication, i.e., within the scope of the right to speak, as described below.

5.3 Submission of statements pursuant to section 278 (3) AktG in conjunction with section 118a (1) sentence 2 no. 6, section 130a (1) through (4) AktG

Shareholders who have properly registered for the virtual General Meeting or their proxies have the right to submit statements on the items on the agenda by electronic means no later than five days before the meeting, not counting the day of receipt and the day of the Annual General Meeting, i.e., by **29th January 2025 (24:00 CET)**. Statements must be sent to the following e-mail address:

Stellungnahme.Pharma@schott.com

Statements may not exceed 10,000 characters (including spaces). The Company will make the statements available to properly registered shareholders no later than four days prior to the meeting, i.e., by **30th January 2025 (24:00 CET)**, stating the name of the submitting shareholder or proxy, via the InvestorPortal on the Company's website at

<https://www.schott-pharma.com/investor-relations/events/annual-general-meeting/>.

Statements will not be made available if they are submitted late or do not meet the above requirements or to the extent the Management Board of the General Partner would be liable to prosecution by making them available or if they contain information that is obviously false or misleading in material respects or if they contain insults or if the shareholder indicates not to attend the General Meeting and not to be represented (section 278 (3) AktG in conjunction with section 130a (3) sentence 4 in conjunction with section 126 (2) sentence 1 no. 1, no. 3 and no. 6 AktG).

Motions and election proposals, requests for information and objections to resolutions of the General Meeting in the context of statements submitted in text form will not be considered at the General Meeting. In particular, the opportunity to submit statements does not constitute an opportunity to submit questions in advance pursuant to section 131 (1a) AktG. The submission of motions and election proposals (as described above), the exercise of the right to information (as described below) and the declaration of objections to resolutions of the General Meeting (as described below) are only possible via the channels described separately in this convening notice.

5.4 Right to speak pursuant to section 278 (3) AktG in conjunction with section 118a (1) sentence 2 no. 7, section 130a (5) and (6) AktG

Shareholders or their proxies who are connected electronically to the virtual General Meeting have a right to speak at the meeting, which may be exercised only by means of video communication. Shareholders or their proxies can register to speak in the InvestorPortal from the beginning of the General Meeting. Motions and election proposals pursuant to section 278 (3) AktG in conjunction with section 118a (1) sentence 2 no. 3 AktG (as described above) and requests for information (as described below) may form part of the speech.

To exercise the right to speak and the shareholder rights to be exercised within the scope of the right to speak, shareholders or their proxies require an internet-capable terminal device (PC, laptop, tablet or smartphone) equipped with a camera and microphone that can be accessed from the browser.

The Company reserves the right to check the functionality of the video communication between the shareholder or proxy and the Company at the meeting and prior to the speech and to reject the shareholder or proxy if the functionality of the video communication is not ensured.

Pursuant to section 131 (2) sentence 2 AktG in conjunction with Article 18 (3) sentence 1 of the Articles of Association of the Company, the chair of the meeting is

entitled to reasonably limit the speaking time of the shareholders and the time to ask questions from the beginning of the General Meeting.

5.5 Right to information pursuant to section 278 (3) AktG in conjunction with section 118a (1) sentence 2 no. 4, section 131 (1), (1f), (4) and (5) and section 293g (3) AktG

Pursuant to section 278 (3) AktG in conjunction with section 131 (1) AktG, information on the affairs of the Company including the legal and business relationships with affiliated companies and on the situation of the group and the companies included in the consolidated financial statements is to be given by the General Partner to every shareholder upon the latter's request at the General Meeting.

This applies only to the extent the information is necessary for a proper evaluation of the item on the agenda.

Regarding Agenda Item 8, in accordance with § 293g para. 3 AktG, every shareholder is entitled, upon request, to receive information at the General Meeting about all matters essential for the conclusion of the Profit Transfer Agreement of SCHOTT Pharma Mexico GmbH.

The right to information is to be exercised exclusively at the General Meeting. It is intended that the chair of the meeting will determine that the right to information at the General Meeting pursuant to section 131 (1f) AktG may be exercised exclusively by means of video communication, i.e., as part of the exercise of the right to speak (as described above).

Shareholders or their proxies who are connected electronically to the virtual General Meeting may also submit requests in accordance with section 131 (4) and (5) AktG by means of electronic communication via the InvestorPortal.

5.6 Declaration of objections to resolutions of the General Meeting pursuant to section 278 (3) AktG in conjunction with section 118a (1) sentence 2 no. 8 AktG

Shareholders or their proxies who are connected electronically to the virtual General Meeting have the right to object to resolutions of the General Meeting by means of electronic communication. Objections can be made via the InvestorPortal throughout the General Meeting until the end of the General Meeting.

5.7 Further information on the rights of the shareholders

Further explanations on the rights of the shareholders, in particular on those under section 278 (3) AktG in conjunction with section 118a (1), section 122 (2), section 126 (1) and (4), sections 127, 130a, 131 (1) and section 293g (3) AktG, are available on the Company's website at

<https://www.schott-pharma.com/investor-relations/events/annual-general-meeting/>.

6. Availability of documents and information

The documents to be made available to the General Meeting in accordance with section 278 (3) AktG in conjunction with section 124a 118a (6), 130a (3), 293f and 293g as well as all further information on the Annual General Meeting are accessible on the Company's website at:

<https://www.schott-pharma.com/investor-relations/events/annual-general-meeting/>.

The voting results will be published on the aforementioned website of the Company after the General Meeting. Information on issuing a confirmation of receipt of votes cast electronically pursuant to section 118 (1) sentence 3 AktG as well as on issuing a confirmation of the vote count pursuant to section 129 (5) AktG, which the person casting the vote may request within one month of the date of the General Meeting, can be found in the InvestorPortal.

7. Audio and video broadcast

The entire General Meeting will be broadcast in audio and video on **4th February 2025 from 10:00 a.m. CET** for the properly registered shareholders and their proxies in the InvestorPortal at:

<https://www.schott-pharma.com/investor-relations/events/annual-general-meeting/>.

8. Time specifications in this convening notice

The time specifications in this convening notice refer to the Central European Time (CET) unless explicitly stated otherwise. With regard to the Coordinated Universal Time (UTC) this translates to UTC = CET minus one hour.

9. Data protection information for shareholders and their proxies

When shareholders register for the Annual General Meeting and exercise their shareholder rights in relation to the Annual General Meeting or grant a proxy, the Company collects personal data about the shareholders and/or their proxies in order to enable the shareholders and their proxies to exercise their rights in relation to the Annual General Meeting. The Company processes personal data as the controller in compliance with the provisions of the General Data Protection Regulation ("**GDPR**") and all other relevant laws.

Details on the handling of personal data and the rights of shareholders and/or their proxies under the GDPR can be found on the Company's website at

<https://www.schott-pharma.com/investor-relations/events/annual-general-meeting/>.

Mainz, in December 2024

SCHOTT Pharma AG & Co. KGaA
Die persönlich haftende Gesellschafterin / General Partner
SCHOTT Pharma Management AG
Der Vorstand / Management Board