

Remuneration of the members of the Supervisory Board of DEUTZ AG

According to section 113 (3) AktG, companies listed on the stock exchange are required to adopt a resolution concerning the remuneration of supervisory board members at least once every four years, whereby a resolution confirming the remuneration will suffice.

The remuneration of the members of the Supervisory Board of DEUTZ AG is based on article 15 of the Company's Statutes, which has the following wording:

"(1) The members of the Supervisory Board receive a fixed annual remuneration of €40,000. The chairman of the Supervisory Board receives twice this amount and the deputy chairman one-and-a-half times the amount.

(2) They are also entitled to claim reimbursement of their expenses, plus an attendance fee of €1,500 for each Supervisory Board meeting they attend. The Company may also take out appropriate liability insurance in their favor.

(3) Members of the Human Resources Committee and members of the Audit Committee receive an additional fixed annual remuneration of €12,000. Members of other committees, in particular members of the Nominations Committee and members of the Arbitration Committee, receive an additional fixed annual remuneration of €8,000. The chairman of a committee receives double this amount, and his deputy one-and-a-half times the amount. Each member of a committee also receives an attendance fee of €1,500 for each committee meeting attended.

(4) The members of the Supervisory Board also receive reimbursement of any value-added tax incurred by them in relation to their remuneration for performance of their work for the Supervisory Board.

(5) The AGM shall decide whether, and to what extent, remuneration is to be paid to the Supervisory Board if the Company is wound up."

The rules on remuneration that currently apply to the Supervisory Board were approved by the Annual General Meeting on April 26, 2018. They remain appropriate and therefore should not be amended. The remuneration system of the Supervisory Board is described below in accordance with sections 87a (1) second sentence, 113 (3) third sentence AktG:

The remuneration for the members of the Supervisory Board is, with the exception of the eventuality of the Company being wound up, definitively regulated in the Company's Statutes; there are no collateral agreements.

The remuneration system set out in the Statutes is simple, clear, and transparent. The members of the Supervisory Board receive the fixed annual remuneration specified in the Statutes. The chairman of the Supervisory Board receives twice this amount and the deputy chairman one-and-a-half times the amount (article 15 (1) of the Company's Statutes). The Supervisory Board members are also entitled to claim reimbursement of their expenses, plus an attendance fee in the amount specified in the Statutes for each Supervisory Board meeting they attend (article 15 (2) first sentence of the Company's Statutes).

An additional fee is paid to Supervisory Board members who sit on committees (annual fixed remuneration and fixed attendance fee) (article 15 (3) of the Company's Statutes). The members of the Supervisory Board also receive reimbursement of any value-added tax incurred by them in relation to their remuneration for performance of their work for the Supervisory Board (article 15 (4) of the Company's Statutes). There are no plans to introduce a variable remuneration for the members of the Supervisory Board that is dependent on the achievement of certain performance levels or targets.

The Annual General Meeting shall decide to what extent remuneration is to be paid to the Supervisory Board in the event that the Company is wound up (article 15 (5) of the Company's Statutes).

The Company may take out directors' and officers' insurance (D&O insurance) for the members of the Supervisory Board and has done so (article 15 (2) of the Company's Statutes).

The Supervisory Board is not involved in operational matters. Instead, it contributes to the sustainable development of the Company through its monitoring role (section 87a (1) second sentence 2 no. 2 AktG). The decision to pay only fixed remuneration (annual fixed remuneration plus fixed attendance fee) has proven successful. The Board of Management and the Supervisory Board are of the opinion that paying the members of the Supervisory Board fixed remuneration only is the best way to take account of the fact that the control function of the Supervisory Board has to be performed independently of the Company's performance, and that this is consistent with the recommendations of the German Corporate Governance Code. The remuneration of the Supervisory Board therefore has no variable remuneration components (section 87a (1) second sentence nos. 3, 4 and 6 AktG) and no share-based components (section 87a (1) second sentence 2 no. 7 AktG).

The annual fixed remuneration is paid after the end of the financial year, before the Annual General Meeting, and the attendance fees are paid after each meeting attended. There are no deferment periods for the payment of remuneration components (section 87a (1) second sentence 2 no. 5 AktG). The remuneration is tied to the continuation of the Supervisory Board mandate. No promises of severance payments, retirement pensions, or early retirement arrangements have been made (section 87a (1) second sentence no. 8 AktG). The remuneration and employment

terms of the employees are of no relevance to the remuneration system of the Supervisory Board (section 87a (1) second sentence no. 9 AktG). The representatives of the shareholders receive the same remuneration as the employee representatives on the Supervisory Board.

The remuneration system for the Supervisory Board is resolved by the Annual General Meeting based on a proposal from the Board of Management and the Supervisory Board. At regular intervals (at least once every four years) the Board of Management and Supervisory Board carry out a review to establish whether the amount and composition of Supervisory Board remuneration is still appropriate and in line with market rates (section 87a (1) second sentence no. 10 AktG). As the remuneration is regulated in the Statutes, any change to the remuneration system requires an amendment of the Statutes.

The current version of the Statutes is available on the internet at:

<https://www.deutz.com/en/investor-relations/corporate-governance/statutes/>

The remuneration of the individual Supervisory Board members based on the provisions in article 15 of the Company's Statutes is described in the remuneration report. The remuneration report forms part of the 2020 annual report, which is available at

<https://www.deutz.com/en/investor-relations/>