

Information regarding compensation for the Executive and Supervisory Boards:

Compensation for the Executive and Supervisory boards

| € | Fixed compensation | Short-term incentives (STI) ³ | Long-term incentives (LTI) | Retirement benefit plan ¹ | Total |
|---|-----------------------|--|----------------------------------|---|------------|
| Executive Board compensation 2025 | 3,347,948 | 753,300 | 1,660,900 | 842,931 | 6,605,079 |
| Executive Board compensation 2024 | 3,262,386 | 1,342,666 | 2,170,234 | 819,593 | 7,594,879 |
| Pension commitments for active members of the Executive Board 2025 | | | | | 12,974,510 |
| Pension commitments for active members of the Executive Board 2024 | | | | | 12,996,032 |
| Compensation for former members of the Executive Board and their surviving dependents 2025 | | | | | 3,443,173 |
| Compensation for former members of the Executive Board and their surviving dependents 2024 | | | | | 3,400,705 |
| Pension commitments for former members of the Executive Board and their surviving dependents 2025 | | | | | 37,785,367 |
| Pension commitments for former members of the Executive Board and their surviving dependents 2024 | | | | | 42,996,817 |
| Supervisory Board compensation 2025 ² | 2,550,000 | – | – | – | 2,550,000 |
| Supervisory Board compensation 2024 ² | 2,537,703 | – | – | – | 2,537,703 |

¹ The compensation for retirement benefits is based on service cost. Interest expense amounted to €448,365 after €390,835 in the prior year.

² In addition, employee representatives on the Supervisory Board continue to receive their regular salaries in line with their respective employment contracts.

³ Outstanding as of reporting date

Total compensation to active members of the Executive Board amounted to €5,762,148 (prior year: €6,775,286).

The variable compensation for the Executive Board comprises short-term incentives (STI) and long-term incentives (LTI). Both components incentivize a sustainable corporate policy and encourage profitable growth as well as sustainable growth in the company's value. The STI is measured by the achievement of defined, weighted financial indicators such as ROCE, BVC, EBITDA margin and net operating cash flow. The LTI is based on the multi-year target achievement of weighted financial and non-financial key figures. Whereas an STI is paid out in cash, the arithmetic net payout of an LTI is invested in company stock and held in a blocked personal account for each Executive Board member for a period of three years. An LTI is earned after the first year and there is no further service obligation. The fair value at the grant date, calculated on the basis of a target achievement of 100 percent, amounts to €2.5 million (prior year: €2.5 million). Each Board member bears the risks and opportunities associated with changes in the value of the stock and with the right to receive dividends. The actual number of shares purchased for the LTI is determined by the Xetra closing price of the company's stock on the first trading day following the Annual Shareholders' Meeting for the relevant business year. As of the reporting date, the number of shares with a holding period acquired as part of an LTI amounted to 16,722 (prior year: 11,665). Further details of Executive Board compensation are provided in the compensation report, which is published on Wacker Chemie AG's website (<https://wacker.com>).

In terms of the net payout, an LTI is a share-based payment within the meaning of IFRS 2. As a "shares to the value of" agreement, the arithmetic net payout is recognized at fair value. For this reason, the expense as well as the acquisition and allocation of the shares are recognized in equity.

The LTI recognized at fair value in capital reserves amounted to €0.7 million (prior year: €1.1 million). As in the previous year, no members of the Executive Board or Supervisory Board were granted advances or loans in 2025.

Other business relations with members of the Executive and Supervisory Boards comprise the purchase and sale of shares in Wacker Chemie AG. Such transactions take place at customary market terms and conditions. These transactions were published in Germany's Company Register and on the Wacker Chemie AG website.

The members of Wacker Chemie AG's Supervisory Board and Executive Board are listed in the "Further information" section.

25 Events after the reporting date

No major events subject to reporting requirements occurred between the reporting date (December 31, 2025) and the date of authorization of the consolidated financial statements (March 04, 2026). There were no material or fundamental changes in the WACKER Group's overall economic and business environment. WACKER's legal and organizational structure remained largely unchanged in the reporting year.

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