

B. Remuneration system for the members of the Board of Management (Remuneration System 2024)

1. Further development of the remuneration system for members of the Management Board of DEUTZ AG

The Supervisory Board of DEUTZ AG has adjusted the remuneration system for members of the Board of Management, which was approved by the Annual General Meeting in 2021, in line with market practice and investor expectations with effect from January 1, 2024. This further development of the remuneration system takes into consideration the priorities of the “Dual+” strategy and places a greater focus on sustainability. Fundamental adjustments to the remuneration system were not necessary, as the system has proven its worth in recent years, including in challenging times.

From 2024, the system will not primarily promote short-term ESG targets through the additional sustainability component in the LTI, but will instead also base remuneration on a long-term measurement of target achievement. In addition, the newly introduced shareholder ownership guidelines will align the interests of shareholders and of the Board of Management members even more closely from 2024. The new system will also no longer include any possibility of granting members of the Management Board special remuneration that is not linked to the explicit achievement of targets. Furthermore, in line with standard market practice, the maximum remuneration for members of the Board of Management will be increased from 2024.

From 2025, the strategic targets and sustainability targets are also to be combined into sustainability and strategy implementation targets.

The following table shows the main changes to the remuneration system at DEUTZ AG from January 1, 2024:

Previous structure	Adaptation and background
<p>Special remuneration Special remuneration may be granted, limited to half of the annual basic remuneration and limited by the maximum remuneration.</p>	<p>Adaptation:</p> <ul style="list-style-type: none"> ■ The possibility of granting special remuneration that is not linked to previously agreed targets is no longer applicable. <p>Background:</p> <ul style="list-style-type: none"> ■ In addition to a high level of transparency, the basis for broad acceptance of Board of Management remuneration is the comprehensibility of the remuneration granted and of its components. In the past, shareholders have criticized the possibility of special remuneration, as it was perceived as being insufficiently transparent and, from the shareholders' perspective, granted the Supervisory Board too much discretion in determining the Board of Management's remuneration,

Special remuneration (continued)	including if this has not yet been applied. Given this, the Supervisory Board has further enhanced the already high level of transparency and comprehensibility of the remuneration system by abolishing the special remuneration.
Strategic and sustainability targets in the STI from 2025 To date, strategic targets and sustainability targets have been anchored separately in the STI.	Adaptation: <ul style="list-style-type: none"> ■ From the 2025 financial year, the two separate STI targets, strategic targets (25 %) and sustainability targets (15 %), are to be combined into one target, the sustainability and strategy implementation targets, with a total weighting of 40 %. Background: <ul style="list-style-type: none"> ■ The strategic and sustainability targets consist of individual sub-targets. By merging the separate targets into an overall target, the number of sub-targets is to be reduced in order to increase their weighting and thereby further enhance their importance. Moreover, individual sub-targets cannot be clearly assigned to strategy implementation or sustainability (such as in the alternative drives area). As a consequence, combining the targets and reflecting them in an overall target value is better suited to any overlaps than the separate targets.
Previous structure	Adaptation and background
Sustainability targets in the LTI To date, sustainability targets have been specifically anchored in the STI. No explicit sustainability-related performance criteria have yet been established in the LTI.	Adaptation: <ul style="list-style-type: none"> ■ In addition to ROCE, which will continue to be weighted at 50 %, and relative total shareholder return, which is weighted at 20 % in the new system, sustainability targets will also be included in the LTI. Sustainability targets are set at the beginning of each performance period and weighted at a total of 30 %. Background: <ul style="list-style-type: none"> ■ Sustainability forms an integral part of the strategy of DEUTZ AG and should consequently also be taken into consideration in the long-term remuneration component in addition to the short-term remuneration component.
Share Ownership Guidelines A shareholding requirement was not previously anchored in the remuneration system, as the LTI is already share-based.	Adaptation: <ul style="list-style-type: none"> ■ In future, the members of the Board of Management are to be obligated to hold a significant number of shares in DEUTZ AG in line with the Share Ownership Guidelines. The Share Ownership Guidelines set an investment target of 150 % of the annual net basic annual remuneration for the Chairman of the Board of Management (CEO), and a target of 100 % for the ordinary members of the Board of Management.

	<p>Background:</p> <ul style="list-style-type: none"> Share ownership guidelines are becoming increasingly established in market practice and also form part of the expectations of DEUTZ AG shareholders in aligning the remuneration system even more directly with the Company's long-term performance. As a consequence, the Share Ownership Guidelines represent a key component of the remuneration system in establishing an even stronger link between the share price and Board of Management remuneration, over and above the already share-based structure of the LTI, and in closely aligning the interests of the Board of Management with those of the shareholders.
<p>Maximum amount of remuneration</p> <p>Previously, the maximum remuneration for the Chairman of the Board of Management (CEO) amounted to € 2.8 million, and for the ordinary members of the Board of Management to € 1.9 million each.</p>	<p>Adaptation:</p> <ul style="list-style-type: none"> The maximum remuneration of the members of the Board of Management is to be increased in line with standard market practice. Consequently, from 2024, the maximum remuneration for the Chairman of the Board of Management (CEO) is to amount to € 3.2 million, and the maximum remuneration for ordinary members of the Board of Management to € 2.2 million. <p>Background:</p> <ul style="list-style-type: none"> The previous maximum remuneration for members of the Board of Management was set in 2021. Market developments since 2021 have led to a diminution in the competitiveness of the amounts originally set. Given this, the maximum remuneration is to be increased in order to continue to offer an attractive total remuneration package that attracts and retains the most suitable candidates for the Board of Management.

2. Basic features of the remuneration system and contribution to promoting the business strategy and long-term development and growth

The DEUTZ Group's overarching goal is to become the world's leading manufacturer of innovative drive systems and a pioneer of climate-neutral future mobility in the off-highway sector. At the same time, the Company aims to grow profitably and sustainably. The cornerstones of the growth strategy include the technology-neutral further development of the drive portfolio with a focus on both conventional engines and electrification, as well as the deployment of alternative drive solutions, the expansion and digitalization of the high-margin service business, regional growth initiatives, and process optimization measures to ensure long-term competitiveness. In order to achieve financial targets in line with the assumption of social, corporate, and environmental responsibility, DEUTZ has also set itself various non-financial targets as part of its sustainability strategy.

The overarching corporate strategy forms a key basis for the Board of Management

remuneration system. Its structure is designed to provide incentives for the consistent implementation of the strategy and thereby promote the Company's long-term and sustainable successful development and growth.

The short-term variable remuneration supports the targeted profitable growth as well as the strategic focus in the area of climate-neutral future mobility through financial as well as strategic and non-financial (ESG) performance criteria. The long-term variable remuneration focuses on the value-oriented development and growth of DEUTZ AG, in relation to capital employed and capital market performance, as well as sustainability in terms of ESG targets. Incentives for both long-term and sustainable development and growth are established through the participation of Board of Management members in the Company's short-term and higher-weighted, long-term performance. As the Board of Management is a joint body, the performance criteria apply equally to all members of the Board of Management.

The remuneration system emphasizes the congruence between the objectives of the Board of Management in terms of sustainable corporate performance and profitable growth, and the interests of the shareholders, as both absolute and relative share price performance as well as dividends are decisive for the higher-weighted long-term variable remuneration component.

The remuneration of the members of the Board of Management is to align with the market and reflect the Company's size, complexity, and economic situation, as well as the tasks and performance of the individual members of the Board of Management. Outperformance of set targets is to be rewarded just as much as underperformance is to lead to a corresponding reduction in remuneration (pay for performance).

As a consequence, the remuneration system approved by the Supervisory Board as of January 1, 2024 complies with the requirements of the German Stock Corporation Act (AktG) in the version of the Act Implementing the Second Shareholders' Rights Directive (ARUG II) as well as the recommendations of the German Corporate Governance Code (DCGK) in the form published in the Federal Gazette on June 27, 2022.

The new remuneration system applies to all current members of the Board of Management, adjusting their remuneration provisions in the current Board of Management service contracts from January 1, 2024, as well as to all new service contracts to be concluded with Board of Management members and any contract extensions.

3. Procedure for determining, implementing, and reviewing the remuneration system

The Human Resources Committee develops recommendations for the Board of Management remuneration system on the basis of the recommendations and suggestions of the German Corporate Governance Code as amended. The Supervisory Board discusses the

recommendations of the Human Resources Committee and passes resolutions concerning the Board of Management remuneration system. The Supervisory Board may consult an external consultant, whose independence is taken into consideration when appointing the consultant.

The Supervisory Board submits the remuneration system that it adopts to the Annual General Meeting for approval. In the event that the Annual General Meeting does not approve the remuneration system, the Supervisory Board is to submit a revised remuneration system for approval at the following Annual General Meeting at the latest.

In accordance with the remuneration system presented to the Annual General Meeting, the Supervisory Board determines the specific target remuneration and the performance criteria for the variable remuneration components for the respective upcoming financial year.

The Supervisory Board regularly reviews the remuneration system and the remuneration levels of the Board of Management in order to ensure that remuneration is in line with the market, and competitive. The Human Resources Committee supports the Supervisory Board in this context by making preparatory recommendations.

As part of the review, the standard level of remuneration is examined, among other things. Both horizontal standard practice (comparison with management board remuneration at other companies) and vertical standard practice (remuneration relationships within DEUTZ AG) are assessed. Companies that are comparable with DEUTZ AG, particularly in terms of country, sector, and size, are examined in order to assess horizontal standard practice. Within DEUTZ AG, senior management and the workforce as a whole are referred to in order to assess standard practice as part of a vertical comparison, both in terms of the current relative relationship to the respective group of people and the relative relationship to them over time. Senior management comprises senior executives in Germany, and the workforce as a whole comprises non-executive employees in Germany.

If the regular review of the remuneration system identifies a need for change, the Supervisory Board passes a resolution concerning the corresponding changes. In the event that significant changes are adopted, the remuneration system is resubmitted to the next Annual General Meeting for approval, albeit at least every four years.

The applicable provisions of the Supervisory Board's rules of procedure for handling conflicts of interest are also taking into consideration in the procedure for determining, implementing, and reviewing the remuneration system.

4. Components of the remuneration system

4.1. Overview of the remuneration components

The annual remuneration of the members of the Board of Management of DEUTZ AG comprises both fixed and variable remuneration components. The fixed component is not performance-related and consists of three components: basic remuneration, additional benefits, and retirement benefits. The variable remuneration is performance-related and consists of two components: firstly, the Board of Management member receives a bonus with a one-year term (Short-Term Incentive – STI) and, secondly, Virtual Performance Shares with a term of four years and a long-term incentive effect (Long-Term Incentive – LTI).

Remuneration components	Structure	
Non-performance-related remuneration		
Basic remuneration	<ul style="list-style-type: none"> Fixed remuneration paid in monthly installments 	
Additional benefits	<ul style="list-style-type: none"> Mainly company car and insurance 	
Retirement pension	<ul style="list-style-type: none"> Annual contribution to a benevolent fund 	
Performance-related remuneration		
Bonus	Plan type	<ul style="list-style-type: none"> Target bonus
	Performance criteria	<p>2024</p> <ul style="list-style-type: none"> 30 % revenue 30 % EBIT 25 % strategy targets 15 % sustainability targets <p>From 2025</p> <ul style="list-style-type: none"> 30 % revenue 30 % EBIT 40 % sustainability and strategy implementation targets
	Payment cap	<ul style="list-style-type: none"> 150 % of target amount
	Term	<ul style="list-style-type: none"> one year
Virtual Performance Shares	Plan type	<ul style="list-style-type: none"> virtual performance share plan
	Performance criteria	<ul style="list-style-type: none"> 50 % return on capital employed (ROCE) 20 % relative total shareholder return compared to DAXSubsector All Industrial Machinery 30 % sustainability targets
	Payment cap	<ul style="list-style-type: none"> 180 % of target amount
	Term	<ul style="list-style-type: none"> four years

Remuneration components	Structure
Miscellaneous	
Malus/clawback	<ul style="list-style-type: none"> ■ Option to reduce or claw back some or all of the variable remuneration in the event of a serious compliance violation
Shareholder Ownership Guidelines	<ul style="list-style-type: none"> ■ Obligation to hold DEUTZ AG shares until the end of the Board of Management mandate ■ Equivalent value of the shares to be held in relation to the annual net basic remuneration: <ul style="list-style-type: none"> - Chairman of the Board of Management: 150 % - Ordinary member of the Board of Management: 100 % ■ Accumulation period: 5 years
Maximum amount of remuneration	<ul style="list-style-type: none"> ■ Limit on the total remuneration granted for a year pursuant to Section 87a (1) Sentence 2 No. 1 AktG: ■ Chairman of the Board of Management: € 3,200,000 ■ Ordinary member of the Board of Management in each case: € 2,200,000
Payment cap	<ul style="list-style-type: none"> ■ Severance payments are limited to twice the amount of annual remuneration and may not exceed the remuneration due for the remaining

Relative shares of the remuneration components

Non-performance-related remuneration		Performance-related remuneration	
Basic remuneration	Additional benefits and pension scheme	Bonus (STI)	Virtual Performance Shares (LTI)
Year-based			Multi-year-based

The target total remuneration comprises the sum of the non-performance-related and the performance-related remuneration components. The STI and LTI are based on their target amount, in other words, the amount for 100 % target achievement. The share of variable remuneration exceeds the share of non-performance-related remuneration, and the share of multi-year variable remuneration (LTI) always exceeds the share of one-year variable remuneration (STI).

The shares of the remuneration components in the target total remuneration are as follows:

Remuneration components	Share of target total remuneration
Basic remuneration	~ 40 % to 45 %
Additional benefits	~ 0 % to 5 %
Retirement pension	~ 0 % to 10 %
Short-term incentive	~ 20 % to 25 %
Long-term incentive	~ 25 % to 30 %

4.2. Non-performance-related remuneration

The non-performance-related remuneration consists of basic remuneration, additional benefits, and a pension.

4.2.1. Basic remuneration

The basic remuneration is a fixed amount that is paid out monthly as a fixed sum.

4.2.2. Additional benefits

Each member of the Board of Management receives certain benefits in kind as well as other remuneration, which are referred to as “additional benefits”. These primarily include the provision of a company car, including for private use, with the option of using a driver, as well as insurance premiums for accident and D&O insurance. In individual cases, the Supervisory Board may also decide to grant new members of the Board of Management transition benefits, such as the reimbursement of relocation costs, for a limited period of time.

4.2.3. Retirement pension

DEUTZ AG pays an annual amount into a benevolent fund for the retirement pensions of the members of the Board of Management. Upon retirement, only an entitlement to the promised capital exists. No further entitlement to a pension or surviving dependents’ benefits exists.

Aspect	Details
Type of commitment	Defined contribution pension plan
Start of retirement	The standard retirement age is 65; the earliest possible retirement age is at 62 (provided that the statutory pension is also drawn)
Return	The return depends on the policyholder dividend arrangements of the insurer. There is no guaranteed interest rate.
Payment options	An amount of capital is promised. With the employee's consent, the Company can pay a lifelong pension instead of a lump sum.
Invalidity/death	<p>Death before the start of retirement: The policy value is paid out. Benefits may also be paid in the form of a share of the valuation reserves.</p> <p>Death after the start of retirement (applies only if a life-long annuity has been arranged): payment of ten times the annual annuity guaranteed from the start of retirement. Guaranteed annuities that have already been paid are deducted from this amount.</p>


4.3. Performance-related remuneration


The performance-related remuneration consists of the bonus with a one-year term and the Virtual Performance Shares with a four-year term. This provides incentives for the implementation of the Company's strategy and thereby for its long-term and sustainable development and growth. To achieve this, the Supervisory Board defines ambitious operational and strategic targets for the performance criteria each year, which are based on operational management and the corporate strategy. The level of variable remuneration depends on the extent to which the defined targets are achieved.

4.3.1. Bonus (STI)

The bonus contributes to the promotion of the business strategy by rewarding the operational implementation of the corporate strategy during the course of a financial year. The key performance criteria for assessing success include consolidated revenue (30 %), consolidated earnings before interest and tax (consolidated EBIT) (30 %), strategic targets (25 %), and

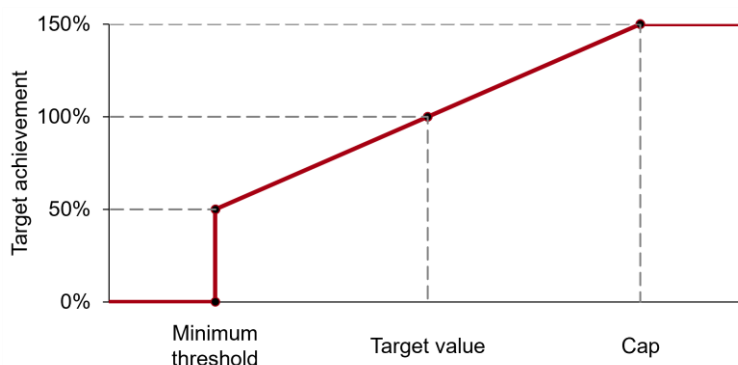
sustainability targets (15 %). From the 2025 financial year, the strategic targets and sustainability targets are to be combined into sustainability and strategy implementation targets, and weighted at a total of 40 %. The aforementioned performance criteria can be adjusted for special effects if this is expedient. The targets for consolidated revenue and consolidated EBIT contribute to the growth strategy of DEUTZ AG, as together they incentivize profitable growth. The strategic objectives are directly related to the implementation of specific strategic initiatives, while the sustainability targets reflect the social, corporate, and environmental responsibility of DEUTZ AG, and are derived from the sustainability strategy as part of the overall strategy.

Bonus (STI) 2024			
		Financial year 1	Financial year 2
		One-year performance period 	
Target amount (€)	x	Target achievement in % (0 % - 150 %)	
	+	Revenue	30 %
	+	EBIT	30 %
	+	Strategic targets	25 %
	+	Sustainability targets	15 %
		=	Payment (€) (cap: 150 % of the target amount)
		Malus	Clawback

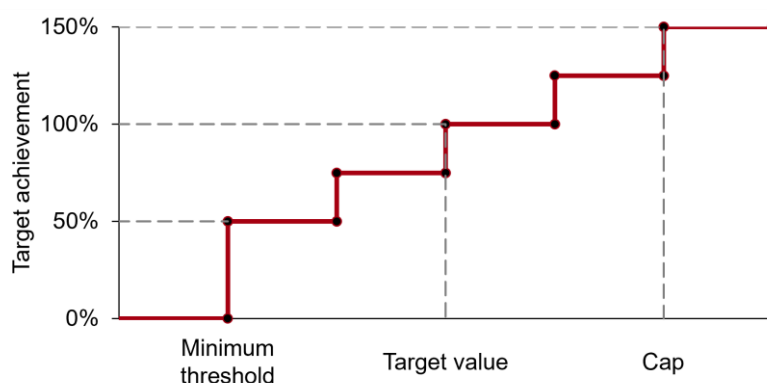
Bonus (STI) from 2025			
		Financial year 1	Financial year 2
		One-year performance period 	
Target amount (€)	x	Target achievement in % (0 % - 150 %)	
	+	Revenue	30 %
	+	EBIT	30 %
	+	Sustainability and strategy implementation targets	40 %
		=	Payment (€) (cap: 150 % of the target amount)
		Malus	Clawback

The specific performance criteria for the strategy and sustainability targets and, from 2025, for the sustainability and strategy implementation targets are defined annually by the Supervisory Board in order to provide targeted incentives for the most important strategic initiatives. The following target areas are taken into consideration for the strategy and strategy implementation targets: internationality, cooperation, value added, alternative drives, production network, and complexity reduction. In the area of sustainability targets, the Supervisory Board selects from the target areas of environmental and climate targets, alternative drive systems, corporate governance, occupational safety, diversity, personnel development, and supply chain.

Demanding threshold, target, and cap values are set for each performance criterion at the beginning of a financial year. The target levels are derived from operational and strategic corporate planning. If performance lies below the threshold level, the target achievement amounts to 0 % and the bonus can thereby be waived completely. The cap for target achievement is 150 %. The bonus curves for the financial targets are regularly as follows:



The bonus curves for the strategy and sustainability targets and, from 2025, the sustainability and strategy implementation targets, can be structured to be equivalent to the financial targets. Alternatively, the bonus curves for the strategy and sustainability targets or, from 2025, the sustainability and strategy implementation targets, may look as follows schematically:



The specific performance criteria and any qualitative formulations of the strategy and sustainability targets or, from 2025, the sustainability and strategy implementation targets, as well as the threshold, target and cap levels of the STI performance criteria, are published in the remuneration report for the respective financial year, provided this would not be detrimental to the competitive position of DEUTZ AG.

The level of bonus for a financial year is determined on the basis of the target achievement of the defined performance criteria. The target achievement for each performance criterion is determined once the consolidated financial statements relevant for the financial year have been

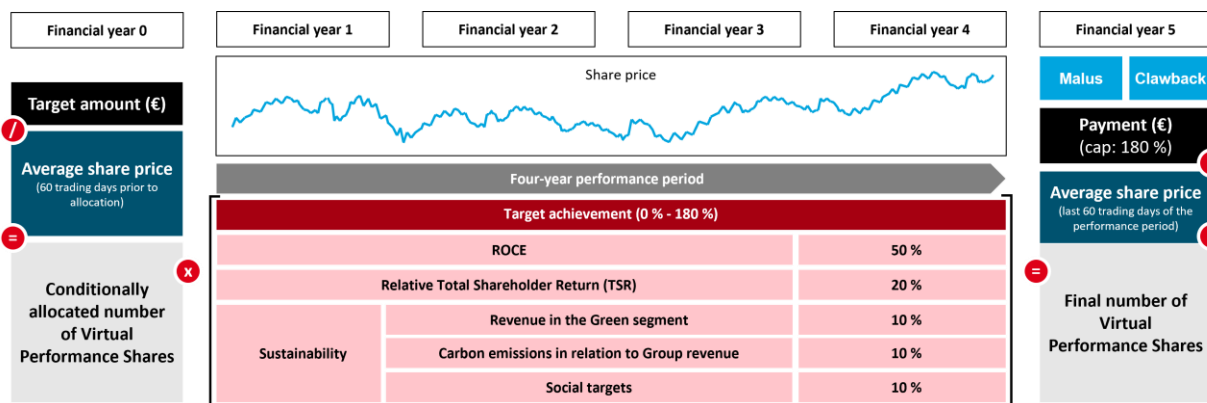
approved by the Supervisory Board. This is performed by comparing the values actually achieved with the defined target values for the quantitative targets, and by the Supervisory Board's discretionary assessment of the implementation of the qualitative targets. The determined target achievement rates are multiplied by the relevant weightings for the performance criteria and then summed to derive the total target achievement. This is multiplied by the target amount to obtain the amount payable, which is limited to 150 percent of the target amount.

In accordance with the recommendation in G.11 of the German Corporate Governance Code (DCGK), the Supervisory Board has the option in special cases (such as an acquisition of a company or a divestiture of parts of a company) to take appropriate account of extraordinary developments when determining target achievement. Generally unfavorable market trends are expressly not considered extraordinary developments. If the Supervisory Board utilizes this option and makes adjustments to the target achievement of the STI, this is to be reported in the remuneration report following the adjustment.

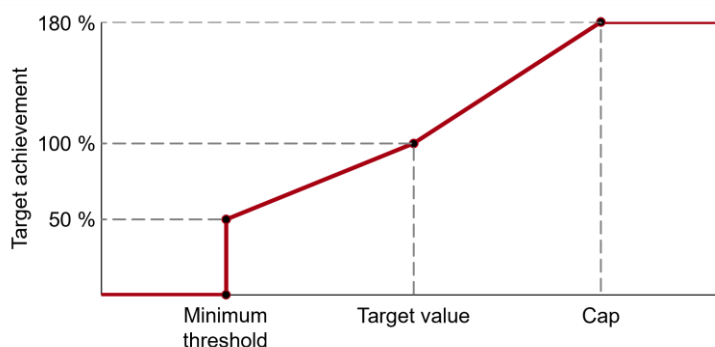
4.3.2. Virtual Performance Shares (LTI)

The share-based LTI helps to promote the business strategy by rewarding the long-term appreciation of the value of DEUTZ AG. As the growth strategy is to be supported to a large extent by available capital, the value-oriented utilization of capital employed is of great importance in the long term. At the same time, our shareholders are to participate appropriately and regularly in the Company's performance in the form of a dividend in addition to share price appreciation. By including both the absolute and relative share price performance as well as the dividend, the LTI helps to link the interests of shareholders and of the Board of Management members even more closely. The sustainability targets reflect the sustainability strategy as part of DEUTZ's overall strategy. They contribute to the sustainable further development of the DEUTZ product portfolio and key employment conditions for employees. Overall, this creates an incentive to sustainably enhance the Company's value in the long term.

The LTI is granted annually as a tranche in the form of Virtual Performance Shares and is thereby share-based. At the start of the term, the target amount of the LTI is divided by the average DEUTZ AG share price (arithmetic mean of the XETRA closing price during the last 60 trading days prior to the start of the performance period) in order to determine a number of virtual shares that are allocated conditionally (Virtual Performance Shares – VPSs). This number of VPSs may increase or decrease depending on the achievement of the additively linked performance criteria of return on capital employed (ROCE – as defined in the DEUTZ Annual Report), relative total shareholder return (TSR), and the sustainability targets. The number of VPSs can also be completely eliminated if the set targets are clearly not met.



The first LTI performance criterion is ROCE, which is weighted at 50 %. At the start of each financial year, the Supervisory Board approves ambitious thresholds as well as target and cap levels for the ROCE of each new tranche, which are valid for the entire four-year term of the tranche. The target level to be set annually by the Supervisory Board is based on the expected long-term return on capital employed and amounts to 10 %, unless the Supervisory Board approves a different ROCE target value at the start of the upcoming performance period. ROCE levels below the lower threshold lead to a target achievement of 0 %.

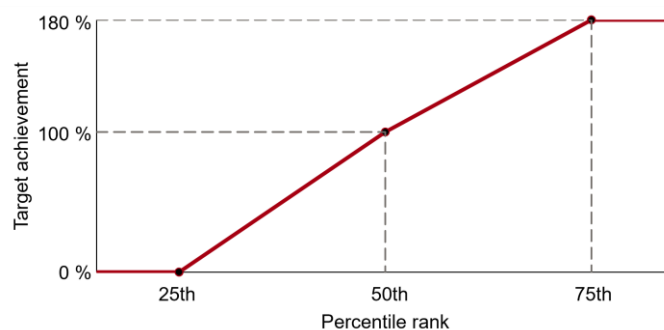


The specific threshold, target, and cap levels for ROCE are published in the remuneration report after the expiry of the respective tranche, unless this is not expedient for the market position of DEUTZ AG. Target achievement for ROCE is determined once the relevant consolidated financial statements for the final year of the performance period have been approved by the Supervisory Board. This is performed by comparing the actual average ROCE level achieved with the defined target level. The average actual ROCE is calculated by averaging the annual ROCE levels over the performance period.

The relative TSR is the second LTI performance criterion. The relative TSR compares the TSR performance of DEUTZ AG with the TSR performance of the DAXSubsector All Industrial Machinery index (TSR peer group), and is weighted at 20 %. TSR performance is calculated by comparing the share price (plus the dividend paid) at the end of the respective performance

period with the level at the start of the performance period. TSR performance is determined after the end of the performance period for each company in the TSR peer group and for DEUTZ AG. The resultant individual values are then ranked and assigned a percentile ranking in which the 0th percentile ranking represents the lowest TSR performance and the 100th percentile ranking represents the highest TSR performance.

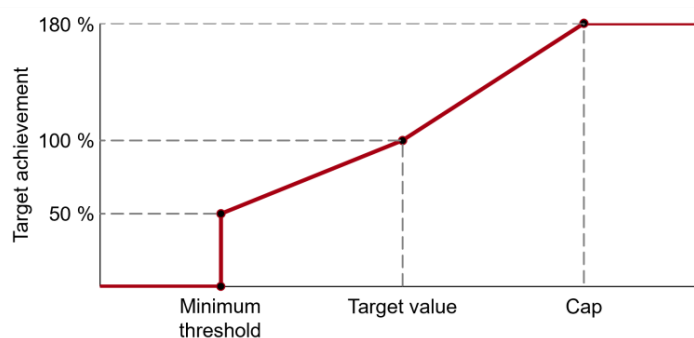
Target achievement for relative TSR is determined after the end of the performance period on the basis of the percentile ranking of DEUTZ AG: up to the 25th percentile rank, the target achievement corresponds to 0 %, at the 50th percentile rank 100 %, and from the 75th percentile rank 180 %. Target achievement is interpolated on a linear basis between the aforementioned percentile ranks.



The sustainability targets, which are weighted at 30 %, comprise the third LTI performance criterion. Performance criteria are defined for each LTI tranche, which remain constant for this tranche. As a rule, three performance criteria are applied, with each being weighted at 10 %. For the 2024 tranche and regularly thereafter, the performance criteria are comprised of the targets for revenue in the Green segment and carbon emissions at the production sites (in tonnes of CO₂ equivalents) in relation to consolidated revenue (environmental dimension) and social targets (social dimension). The social targets consist of three equally weighted sub-targets: training rate, employee turnover rate, and employee empowerment. For the tranches from 2025 onwards, the Supervisory Board has the right to amend the sustainability performance criteria, to include additional targets, and to drop targets in order to be able to respond appropriately to short-term developments and any strategic modifications. If the Supervisory Board exercises this right, the defined sustainability performance criteria for the tranche are to be published in the remuneration report for the allocation year, provided this is not prejudicial to the market position of DEUTZ AG.

At the start of each financial year, the Supervisory Board approves ambitious threshold, target, and cap values for the sustainability performance criteria and their possible sub-targets for each new tranche, which are valid for the entire four-year term of the tranche. Performance below the

lower threshold leads to a target achievement of 0 % for the respective sustainability performance criterion or its possible sub-target.



The specific threshold, target, and cap values for the sustainability performance criteria are published in the remuneration report after the end of the respective tranche, provided this is not prejudicial to the market position of DEUTZ AG. The target achievement for the sustainability performance criteria is determined once the consolidated financial statements relevant to the last financial year of the performance period have been approved by the Supervisory Board. This is performed for each sustainability performance criterion and any sub-targets by comparing the performance actually achieved with the defined target values. This entails determining target achievement levels for each year of the performance period, which are then averaged. As far as the sub-targets of the social dimension are concerned, target achievement levels are determined for each year of the performance period, which are averaged to determine the individual target achievement level of a sub-target. The individual target achievement levels of the sub-targets are then averaged to determine an average target achievement for the social targets. For any other performance criteria that the Supervisory Board determines in the future, target achievement is also determined by averaging the annual target achievement after the end of each performance period.

The target achievement levels determined for relative TSR, ROCE, and the sustainability performance criteria are multiplied by the respective weighting of the performance criterion and then summed in order to determine the overall target achievement.

The final number of Virtual Performance Shares is determined on this basis after the end of the performance period by multiplying the originally allocated number of VPSs by the total target achievement. The final number of Virtual Performance Shares is then multiplied by the average share price at the end of the performance period (arithmetic mean of the XETRA closing prices of the last 60 trading days before the end of the performance period) plus the dividend paid during the performance period in order to determine the payout amount, which is capped at 180 % of the target amount.

For the LTI as well, in accordance with the recommendation in G.11 DCGK, the Supervisory Board has the option, in exceptional cases and where justifiable, of taking extraordinary developments into appropriate account in determining target achievement. Here, too, generally unfavorable market trends are expressly not considered extraordinary developments. If the Supervisory Board utilizes this option and adjusts the target achievement of the LTI, this is to be reported in the remuneration report following the adjustment.

4.4. Miscellaneous

4.4.1. Malus and clawback

The bonus and the Virtual Performance Shares are subject to malus and claw-back conditions. This means that if, as proved by the Company, a Board of Management member is in serious violation of applicable law, his or her statutory obligations, or the obligations in his or her employment contract, the Supervisory Board is entitled to withhold part or all of the bonus that has not yet been paid (malus) and to claw back variable remuneration that has already been paid. The Supervisory Board decides on this at its professional discretion. The potential obligation of the Board of Management member to pay damages to the Company pursuant to Section 93 (2) AktG remains unaffected.

4.4.2. Shareholder Ownership Guidelines (SOG)

The members of the Board of Management are to be obligated to purchase and hold DEUTZ AG shares to the level of 150 % (Chairman of the Board of Management) or 100 % (ordinary members of the Board of Management) of their net annual basic remuneration for the duration of their appointment to the Board of Management within a period of 60 months (until the investment volume has been reached, taking into consideration any existing shareholdings). This further aligns the interests of shareholders and the members of the Board of Management. The target investment volume is to be accumulated within five years, whereby existing share positions of a member of the Board of Management in DEUTZ AG shares at the beginning of the 60-month observation period are to be included in the calculation. The purchase price at the time of purchase is decisive for the value of any shares to be purchased and then held permanently.

4.4.3. Maximum amount of remuneration

The remuneration of the Board of Management is capped in two respects. Firstly, the variable remuneration components are capped (bonus: 150 %, Virtual Performance Shares: 180 %). Secondly, pursuant to Section 87a (1) Sentence 2 No. 1 AktG, the Supervisory Board has set a maximum amount of remuneration that caps the total remuneration granted for a given

financial year. This maximum remuneration comprises the basic remuneration, additional benefits, retirement benefits, and payments from the STI and LTI. The maximum remuneration amounts to € 3,200,000 for the Chairman of the Board of Management, and to € 2,200,000 for each of the ordinary members of the Board of Management.

5. Remuneration-related legal transactions

6. Terms of the Board of Management service contracts

The Board of Management service contracts are to be concluded for the duration of the respective appointment and are to be extended for the duration of each reappointment. In the case of an initial appointment, the term of appointment is generally to be three years, and in the case of a reappointment a maximum of five years.

The Board of Management service contracts do not provide for ordinary termination by either party. This does not affect the right of both parties to terminate the Management Board service contract without notice with good cause.

6.1. Benefits on termination of contract

If the employment contract or the appointment of a Board of Management member is terminated early without good cause pursuant to Section 626 of the German Civil Code (BGB), the Board of Management member can receive a severance payment equivalent to the remuneration that the Company is likely to owe him or her for the period until the original termination date of the contract of employment up to a maximum of two years (cap on severance pay).

6.2. Change of control

No additional commitments exist in the event of an early termination of a Board of Management member's contract due to a change of control. In this case, the regulations according to 4.2 of this remuneration system continue to apply.

6.3. Joining or leaving the Board of Management during the course of the year

If a member of the Management Board joins or leaves the Board of Management during the course of a financial year, the remuneration is granted pro rata temporis (pro rata temporis).

In the event of (early) termination of the appointment or the occurrence of an insured event, the Virtual Performance Shares of the current LTI tranches that have not yet been paid out are retained in the agreed amount, and are paid out in accordance with the regular regulations

once the Supervisory Board has determined that the targets have been achieved. No early payout is realized. Entitlements to Virtual Performance Shares from current tranches lapse without replacement upon termination of the appointment if the employment contract of a Board of Management member is terminated by the Company with good cause, the Board of Management member steps down from office, or the Board of Management member allows the employment contract to expire on a normal basis on the contractually stipulated termination date and has not accepted an offer of reappointment with at least equivalent conditions.

6.4. Remuneration for Supervisory Board mandates of Board of Management members within and outside the DEUTZ Group

Any remuneration received by a member of the Board of Management for supervisory board mandates at subsidiaries or companies in which DEUTZ AG holds a material interest is offset against the remuneration of the member of the Board of Management.

Any remuneration received by a member of the Board of Management for non-Group supervisory board mandates can be offset against the remuneration of the Board of Management member up to half of the amount, at the Supervisory Board's discretion.

7. Temporary divergence from the remuneration system

In special and exceptional circumstances (such as in the event of a serious financial or economic crisis), the Supervisory Board has the right to temporarily diverge from the remuneration system pursuant to Section 87a (2) Sentence 2 AktG, and to amend the regulations regarding the remuneration structure and the individual remuneration components, as well as the regulations relating to the respective procedure if this is necessary in the Company's long-term interests. A divergence from the remuneration system is only possible with a corresponding resolution by the Supervisory Board and after careful examination of the related necessity. The components of the remuneration system that can be diverged from under the aforementioned circumstances include the procedure, the remuneration structure, the individual remuneration components, and their performance criteria. Furthermore, in this case, the Supervisory Board may temporarily grant additional remuneration components or replace individual remuneration components with other remuneration components, insofar as this is necessary to restore the appropriateness of the Management Board remuneration in the specific situation.

III. FURTHER INFORMATION AND NOTES

1. Total number of shares and voting rights

At the time of the convening of the Annual General Meeting, the Company's share capital amounts to € 322,490,183.20 and is divided into 126,147,195 no-par-value bearer shares. Each share confers one vote. All of the shares are of the same type. The Company does not hold any treasury shares at the time of the convening of the Annual General Meeting.

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

The Board of Management has passed a resolution, with the approval of the Supervisory Board, to hold the Annual General Meeting as a virtual Annual General Meeting pursuant to Section 118a AktG and on the basis of the authorization contained in Article 20a of the Company's Statutes. As a consequence, physical attendance by shareholders and their authorized representatives (with the exception of the Company's designated proxies) at the venue of the Annual General Meeting is not permitted. The entire Annual General Meeting will be webcast **from 10:00 a.m. on May 8, 2024**, via the password-protected InvestorPortal at

<https://www.deutz.com/investor-relations/annual-general-meeting/2024>

After proper registration and proof of shareholding (see Section III. 3. below), shareholders will receive a confirmation of registration by post, on which their individual access data for the InvestorPortal is printed. These login details enable shareholders to log on to the InvestorPortal and, as described below, exercise their shareholder rights in respect of the virtual Annual General Meeting. The InvestorPortal is expected to go live on April 17, 2024.

In the interest of providing a comprehensive opportunity to prepare for the exercise of shareholders' rights in advance of the meeting, approximately one week before the date of the virtual Annual General Meeting the Company plans to publish a draft of the Board of Management's speech in the version available at that time on the Company's website at

<https://www.deutz.com/investor-relations/annual-general-meeting/2024>

3. Prerequisites for exercising shareholders' rights, especially voting rights

Only shareholders who register with the Company prior to the Annual General Meeting and provide proof of their entitlement to participate in the Annual General Meeting and exercise their voting rights, in other words, their shareholdings, will be entitled to participate in the virtual Annual General Meeting and exercise their voting rights.

In accordance with Section 123 (4) Sentence 2 AktG, as amended by the German Act concerning the Financing of Investments to Secure the Future (ZuFinG), which has been in force since December 15, 2023, the proof of shareholding must refer to the close of business on the 22nd day before the Annual General Meeting, in other words, **Tuesday, April 16, 2024, 24:00 hours** (“**proof of entitlement reference date**”). The proof of entitlement reference date corresponds substantively to the relevant date under the previous provision of Section 123 (4) Sentence 2 AktG (old version) and Section 17 (2) Sentence 2 of the Company’s current Statutes, in other words, the beginning of the 21st day before the Annual General Meeting (Wednesday, April 17, 2024, 00:00 hours), but must refer to the aforementioned amended proof of entitlement reference date due to the change in the law. Proof of share ownership must be provided in the form of a confirmation of share ownership from the last intermediary (such as the custodian bank). In addition to proof of entitlement to participate pursuant to Section 67c (3) AktG, the Company will also accept equivalent proof of shareholding from a custodian bank pursuant to Section 123 (4) AktG.

Registration together with proof of shareholding must reach the Company via the following address in textual form (as defined in Section 126b BGB) in either German or English by no later than **24:00 hours on Wednesday, May 1, 2024**.

DEUTZ AG

c/o Computershare Operations Center

80249 Munich

Germany

E-mail: anmeldestelle@computershare.de

In order for shareholders to follow the webcast of the virtual Annual General Meeting via the InvestorPortal and exercise additional shareholder rights, they must have registered in time and have submitted proof of their shareholding to the Company. The custodian banks normally conduct the mandatory registration process and submit proof of shareholding on behalf of their customers. Shareholders are therefore asked to contact their custodian bank as early as possible.

Once the registration and proof of shareholding have been received, the registration office will send a confirmation of registration by post to the shareholders eligible to participate; the necessary login details for the InvestorPortal are printed on the confirmation of registration. In order to ensure timely receipt of the access data, we ask shareholders to register and send the required proof as early as possible.

4. Importance of the proof of entitlement reference date

The proof of entitlement reference date (as defined in Section III. 3.) is the critical date regarding the number of persons that are entitled to participate in and to exercise voting rights at the virtual Annual General Meeting. Only those who have provided proof that they are shareholders as at the proof of entitlement reference date qualify as shareholders of the Company who can participate in the virtual Annual General Meeting and exercise voting rights. Changes in shareholdings after the proof of entitlement reference date are disregarded for this purpose. Shareholders who have purchased their shares after the proof of entitlement reference date are therefore not entitled to participate in the Annual General Meeting or exercise voting rights in relation to such shares. This does not affect the right of a seller to appoint the buyer as an authorized representative. Shareholders who have duly registered and provided proof of their shareholding are entitled to participate in the virtual Annual General Meeting and to exercise their voting rights and other rights, including if they sell their shares after the proof of entitlement reference date. This proof of entitlement reference date has no effect on the marketability of shares and is of no relevance as far as any entitlement to dividends is concerned.

5. Voting procedure

Voting rights may be exercised by shareholders and their authorized representatives by means of electronic postal voting or by the Company's designated proxies authorized for this purpose and who are bound by the instructions they receive. Proper registration and proof of share ownership as of the proof of entitlement reference date are required in all cases in order to exercise voting rights (see Section III. 3.).

5.1. Voting by electronic postal vote

Shareholders and their authorized representatives may cast their votes by electronic postal vote. Such votes are cast electronically and exclusively via the InvestorPortal at:

<https://www.deutz.com/investor-relations/annual-general-meeting/2024>

Voting via the InvestorPortal will be possible from the time it is activated (prospectively on April 17, 2024) until the time when the relevant vote is closed by the chair of the meeting at the virtual Annual General Meeting on **May 8, 2024**. Votes cast up to this point can also be amended or revoked via the InvestorPortal.

Please note that no other communication channels are available for (electronic) postal voting. In particular, it is not possible to send postal votes by post or e-mail.

If an individual vote is held on an agenda item instead of a collective vote, the electronic postal vote cast on this agenda item applies accordingly to each item on the individual vote.

Even in the event that voting rights are exercised by postal voting, timely registration by the proof of entitlement reference date of the relevant shareholding and proof of shareholding are required in accordance with the above provisions (see Section III. 3).

5.2. Exercise of voting rights by the Company's designated proxies

DEUTZ AG also offers shareholders the opportunity to authorize the Company's designated proxies in textual form to exercise voting rights in accordance with instructions. The Company's designated proxies will exercise the voting rights only in accordance with the instructions issued to them. In the absence of explicit and unambiguous instructions in relation to a proposed resolution, the Company's designated proxies will abstain from voting on the relevant voting item. The appointment of the proxies to exercise other rights, in particular to submit motions and questions and to file objections, is not permitted.

Powers of attorney and instructions to the Company's designated proxies can be submitted electronically via the Company's InvestorPortal at

<https://www.deutz.com/investor-relations/annual-general-meeting/2024>

Powers of attorney and instructions can also be issued via the InvestorPortal during the Annual General Meeting, but must be issued no later than the time specified by the chair of the meeting during voting.

The authorization of the Company's designated proxies and the issuing of instructions to them can also be realized by e-mail until **18:00 hours on Tuesday, May 7, 2024** (time of receipt), via the following address:

anmeldestelle@computershare.de

A corresponding form to authorize the Company's designated proxies is printed on the registration confirmation. In addition, a corresponding form for granting power of attorney and issuing instructions to the Company's designated proxies is available at the following address:

<https://www.deutz.com/investor-relations/annual-general-meeting/2024>

The above information applies accordingly to the revocation of the power of attorney granted to the proxies and to the amendment or revocation of instructions.

If an individual vote is held on an agenda item instead of a collective vote, the instructions issued to the Company's designated proxies for this agenda item apply accordingly to each item of the individual vote.

Including in the event that voting rights are exercised by the proxy, timely registration of the relevant shareholding and proof of shareholding are required in accordance with the above provisions (see Section III. 3.).

5.3. Authorization of third parties

Shareholders may also have their voting rights exercised by an authorized third party, for example an intermediary, a shareholders' association, a voting advisor or another person of their choice.

Including in the event that voting rights are exercised by an authorized representative, timely registration of the relevant shareholding and proof of shareholding are required in accordance with the above provisions (see Section III. 3). If a shareholder authorizes more than one person, the Company is entitled to reject one or more of them.

The granting of a power of attorney, its revocation, and the proof of authorization in relation to the Company require text form (Section 126b of the German Civil Code (BGB)) if neither a credit institution, nor a shareholders' association, nor any other intermediary covered by Section 135 AktG, nor any other person or institution equivalent to these pursuant to Section 135 (8) AktG is authorized to exercise the voting right.

Powers of attorney can be issued, amended or revoked via the InvestorPortal at

<https://www.deutz.com/investor-relations/annual-general-meeting/2024>

from the time when it is activated until the end of the virtual Annual General Meeting on **May 8, 2024**.

The following address is also available for the issuing of a power of attorney to the Company, its revocation and the transmission of proof of an issue of power of attorney or its revocation to the Company:

anmeldestelle@computershare.de

Transmission to the Company by e-mail is still possible on the day of the Annual General Meeting until the chair of the meeting concludes the Annual General Meeting.

A corresponding power of attorney form for authorizing third parties will be sent together with the access data for using the InvestorPortal with the registration confirmation. Such a form can also be downloaded from the Company's website at

<https://www.deutz.com/investor-relations/annual-general-meeting/2024>

Shareholders are requested to issue power of attorneys to third parties preferably via the InvestorPortal at

<https://www.deutz.com/investor-relations/annual-general-meeting/2024>

or by means of the power of attorney form provided by the Company.

In the case of the authorization of credit institutions, shareholders' associations, other intermediaries covered by Section 135 AktG or other persons or institutions equivalent to these pursuant to Section 135 (8) AktG, special features are to be observed which are to be inquired about with the respective person to be authorized. Textual form is not required on a statutory basis. However, the declaration of power of attorney must be verifiably recorded by the authorized representative.

It is also the case that authorized third parties are not permitted to physically participate in the virtual Annual General Meeting and that they require access data to the InvestorPortal in order to exercise the rights assigned to them. They may exercise the voting rights for the shareholders they represent within the scope of their respective powers of attorney only by way of (electronic) postal voting or by issuing (sub)powers of attorney and instructions to the Company's designated proxies.

5.4. Supplementary regulations concerning the recognition of exercised voting rights

If the Company receives different, formally correct declarations relating to the exercise of voting rights for one and the same shareholding via the InvestorPortal and by e-mail, only the declarations received via the InvestorPortal will be recognized. In the case of divergent, formally correct declarations received via the same medium (InvestorPortal or e-mail), the last declaration received will be recognized.

6. Webcast of the Annual General Meeting

Shareholders who have duly registered for the Annual General Meeting and provided proof of share ownership as of the proof of entitlement reference date (see Section III. 3 above), or

their authorized representatives, can follow the entire Annual General Meeting live on the Internet from **10:00 hours on May 8, 2024** via the InvestorPortal at

<https://www.deutz.com/investor-relations/annual-general-meeting/2024>

7. Shareholders' rights (requests for additions to the agenda, motions, nominations, submission of statements, right to speak and right to information, lodging of objections against resolutions of the Annual General Meeting)

7.1. Additions to the agenda submitted by a minority pursuant to Section 122 (2) AktG

Shareholders whose shareholdings together account for one twentieth or more of the issued capital or a proportion equivalent to € 500,000.00 of the issued capital or more may request that items be added to the agenda and be duly published. Each new item must be accompanied by the reasons for the item or a proposed resolution. The request must be submitted in writing to the Board of Management of DEUTZ AG.

The persons submitting the request must prove that they have held the shares for at least 90 days prior to the receipt of the request and that they will continue to hold the shares until the Board of Management has decided upon the request. Please refer to the rules in Section 70 AktG for the calculation of the length of time that shares have been held. Appropriate confirmation from the last intermediary (e.g. custodian bank) will suffice as proof.

Requests for additions to the agenda must reach the Company by no later than **24:00 hours (CEST) on Sunday, April 7, 2024**. Please send any such requests to the following address:

DEUTZ AG
The Board of Management (Vorstand)
Ottostrasse 1
51149 Cologne (Porz-Eil)
Germany

Unless they have already been published with the notice of the Annual General Meeting, any new additions to the agenda will be published on receipt of the request without delay in the German Federal Gazette and in media that can be assumed to distribute the information throughout the whole of the European Union. They are also published on the DEUTZ AG website at

<https://www.deutz.com/investor-relations/annual-general-meeting/2024>

and communicated to the shareholders in accordance with statutory provisions.

7.2. Motions and election nominations from shareholders pursuant to Sections 126 (1) and 127 AktG

All shareholders have the right to submit countermotions to the proposals of the Board of Management and/or Supervisory Board on a specific item on the agenda and nominations for the election of Supervisory Board members, if an election is pending, or auditors to the address below:

DEUTZ AG

Investor Relations

Ottostrasse 1

51149 Cologne (Porz-Eil)

Germany

Countermotions and nominations addressed otherwise will not be taken into consideration.

Countermotions and nominations to be made accessible that are received by the Company at least 14 days prior to the Annual General Meeting, i.e. no later than **Tuesday, April 23, 2024, 24:00 hours CEST**, including the name of the shareholder, any reasons to be made accessible and any statement by the management, will be published without delay at

<https://www.deutz.com/investor-relations/annual-general-meeting/2024>

Pursuant to Section 126 (4) AktG, countermotions and nominations by shareholders to be made available by the Company shall be deemed to have been made at the time they are made available.

The Company shall enable voting rights on these motions to be exercised as soon as the shareholders can prove that they meet the legal requirements or the requirements of the Statutes for exercising their voting rights (see Section III. 3). If the shareholder who has submitted the motion is not duly authorized and, if registration is required, has not duly registered for the Annual General Meeting, the motion does not have to be taken into consideration at the meeting.

Countermotions and nominations as well as other motions may also be submitted during the Annual General Meeting by means of video communication, in other words, as part of the right to speak (see Section III. 7.4).

7.3. Right to submit statements pursuant to Section 130a (1) to (4) AktG

Shareholders who have duly registered for the Annual General Meeting and provided proof of share ownership (see Section III. 3. above), or their authorized representatives, have the right to submit statements on the agenda items. Statements must be submitted no later than five

days prior to the Annual General Meeting, in other words, by **24:00 hours on Thursday, May 2, 2024**.

Comments must be submitted in text form in German via the InvestorPortal at

<https://www.deutz.com/investor-relations/annual-general-meeting/2024>

Comments must not exceed 10,000 characters (including spaces). The Company will make the statements available to correctly registered shareholders via the InvestorPortal no later than four days before the meeting, in other words, by **24:00 hours on Friday, May 3, 2024**, stating the name of the submitting shareholder at

<https://www.deutz.com/investor-relations/annual-general-meeting/2024>

Statements will not be made available if they exceed 10,000 characters (including spaces), if they contain insulting, criminally relevant, obviously false or misleading content, or if the shareholder indicates that he or she will not participate in the Annual General Meeting and will not be represented (Section 130a (3) Sentence 4 in conjunction with Section 126 (2) Sentence 1 Nos. 1, No. 3 or No. 6 AktG).

Motions, nominations, questions or requests for information and objections to resolutions of the Annual General Meeting contained in statements will not be taken into consideration at the Annual General Meeting; the submission of motions and nominations, the exercise of the right to information, and the filing of objections to resolutions of the Annual General Meeting are only possible via the channels described in this invitation.

7.4. Right to speak pursuant to Sections 118a (1) Sentence 2 No. 7, 130a (5) and (6) AktG

Shareholders or their authorized representatives who are connected electronically via the InvestorPortal to the Annual General Meeting have a right to speak at the meeting, which is exercised by means of video communication. From the start of the Annual General Meeting, shareholders or their authorized representatives can register speeches via the InvestorPortal at

<https://www.deutz.com/investor-relations/annual-general-meeting/2024>

This requires that the shareholder or their authorized representative submits a request to speak via the “Request to speak” button provided in the InvestorPortal.

The chair of the meeting will explain the registration of requests to speak and the granting of the right to speak in more detail at the Annual General Meeting.

The Company reserves the right to check the functionality of the video communication between the shareholder or authorized representative and the Company during the meeting and before the speech, and to reject it if functionality is not ensured.

In particular, the right to speak also includes the right pursuant to Section 118a (1) Sentence 2 No. 3 AktG to propose motions and nominations and to assert the right to information at the Annual General Meeting (as described below under Section III. 7.5).

Pursuant to Section 19 (2) of the Company's Statutes, the chair of the meeting may impose reasonable time limits on the shareholder's right to ask questions and to speak at the Annual General Meeting. Furthermore, inappropriate contributions, especially those that violate penal regulations, may be excluded from the presentation.

7.5. Right to speak and right to information pursuant to Sections 118a (1) Sentence 2 No. 4, 131 AktG

Pursuant to Section 131 (1) AktG, the Board of Management must provide each shareholder with information about the Company's affairs upon request at the Annual General Meeting, provided that the information is necessary for the proper assessment of an agenda item and no right exists to refuse to provide such information. It is not possible to submit questions in advance of the Annual General Meeting.

The duty of the Board of Management to provide information also extends to the Company's legal and business relationships with its affiliated companies. Furthermore, the duty to provide information also relates to the situation of the Group and the companies included in the consolidated financial statements. Shareholders at the meeting have the right to ask questions on all answers given by the Board of Management pursuant to Section 131 (1d) AktG.

It is intended that the chair of the meeting will stipulate that the aforementioned right to information pursuant to Section 131 (1) AktG and the right to ask questions pursuant to Section 131 (1d) AktG are to be exercised at the Annual General Meeting exclusively by way of video communication, i.e. as part of the exercise of the right to speak (for more information, see Section III. 7.4) via the InvestorPortal at

<https://www.deutz.com/investor-relations/annual-general-meeting/2024>

Shareholders participating in the Annual General Meeting may submit requests in accordance with Section 131 (4) and (5) AktG by means of electronic communication via the InvestorPortal at

<https://www.deutz.com/investor-relations/annual-general-meeting/2024>

7.6. Opportunity to object to resolutions of the Annual General Meeting

Shareholders and their authorized representatives who are connected electronically via the InvestorPortal to the Annual General Meeting have the right to object to resolutions of the Annual General Meeting by means of electronic communication. Objections may be submitted via the InvestorPortal at

<https://www.deutz.com/investor-relations/annual-general-meeting/2024>

during the entire duration of the Annual General Meeting until the end of the Annual General Meeting. The Company's designated proxies may not declare any objections to resolutions of the Annual General Meeting on the record of the notary public notarizing the Annual General Meeting.

8. Resolutions

No resolutions will be adopted in respect of agenda item 1.

The scheduled votes on agenda items 2 to 8 are binding, while the scheduled votes on agenda items 9 and 10 are of a recommendatory nature in the meaning of Table 3 of Implementing Regulation (EU) 2018/1212.

For each vote, the possibilities available are: voting in favor, voting against, or abstaining.

9. Time data

Unless expressly stated otherwise, all times stated in this convening notice are Central European Time (CET) or – for dates after March 31, 2024 – Central European Summer Time (CEST).

Central European Time (CET) corresponds to Coordinated Universal Time (UTC) plus one hour, and Central European Summer Time (CEST) corresponds to Coordinated Universal Time (UTC) plus two hours.

10. Further notes and information / publications on the website

As of the convening of the Annual General Meeting, the information pursuant to Section 124a AktG is available on the Company's website at

<https://www.deutz.com/investor-relations/annual-general-meeting/2024>

where it will also be available during the Annual General Meeting. The information pursuant to Section 125 AktG in conjunction with the Implementing Regulation (EU) 2018/1212 is also

available there.

Further information about shareholders' rights pursuant to Sections 122 (2), 126 (1) and (4), 127, 130a, and 131 (1) AktG, as well as Section 118a (1) Sentence 2 No. 8 in conjunction with Section 245 AktG can also be found there.

Any other pertinent information, such as countermotions and election nominations received from shareholders, will be made available on the Company's aforementioned website.

The adopted separate financial statements of DEUTZ AG, the approved consolidated financial statements and the combined management report for DEUTZ AG as well as the Group for the 2023 financial year, together with the explanatory reports of the Board of Management concerning the disclosures pursuant to Sections 289a and 315a HGB, and the report of the Supervisory Board for the 2023 financial year, will also be made available pursuant to Section 124 a AktG on the website of DEUTZ AG at

<https://www.deutz.com/investor-relations/annual-general-meeting/2024>

11. Data protection information for shareholders and their representatives

DEUTZ AG processes personal data as a controller in the meaning of Article 4 No. 7 of the General Data Protection Regulation (GDPR) in order to enable shareholders and their representatives to participate in the virtual Annual General Meeting and exercise their rights at the Annual General Meeting. Such processing also enables DEUTZ AG to fulfill its other obligations as a controller under stock corporation law (such as publication and disclosure obligations). Further information about data processing in connection with the Annual General Meeting, including the information pursuant to Art. 12, 13 and 14 GDPR, can be found at:

<https://www.deutz.com/investor-relations/annual-general-meeting/2024>

Cologne, March 2024

DEUTZ AG

The Board of Management

DEUTZ AG, 51149 Cologne

www.deutz.com