

## Supervisory Board Report

*Honored Shareholders,*

2022 was another challenging fiscal year, dominated in particular by the war in Ukraine and its economic and geopolitical consequences. Despite these challenging circumstances, Jenoptik demonstrated its resilience and ability to grow in the past fiscal year: Group revenue grew 30.6 percent and, on a comparable basis, i.e. without the one-off effect in fiscal year 2021, the EBITDA margin improved to 18.8 percent. The acquisitions made in recent years of TRIOPTICS, the SwissOptic Group, and BG Medical Applications GmbH also contributed to this significant growth. A considerable increase of 26.6 percent was also achieved in order intake. With the sale of VINCORION, completed on June 30, 2022, Jenoptik reached a further important milestone on its path to becoming a streamlined, globally leading photonics group. As a result, Jenoptik remains on course to build on its successful and profitable growth in the coming year.

### Cooperation on the Executive and Supervisory Boards

In the past fiscal year, the Supervisory Board diligently performed the duties stipulated by law, by the Articles of Association, and by the rules of procedure, regularly provided advice to the Executive Board on the management of the company, and continuously monitored its work. The Executive Board directly involved the Supervisory Board in all decisions of fundamental importance to Jenoptik and notified it regularly, in good time and in full, both verbally and in writing, of the business development, the course of business and the economic situation, the risk position, risk management, sustainability issues, and issues relating to compliance, strategy, and corporate planning. In the event that actual business development deviated from the defined plans and targets, the Executive Board notified the Supervisory Board, explaining the reasons in detail. The members of the Supervisory Board fully discussed in detail the reports submitted by the Executive Board and reviewed them for plausibility at committee and Supervisory Board meetings. It further maintained full compliance with the professional duties set out in § 90 of the Stock Corporation Act (AktG) and the German Corporate Governance Code ("Code"). The Supervisory Board approved business transactions requiring approval following due deliberation and discussion. Meetings of the Supervisory Board were in part prepared separately by shareholder representatives and employee representatives.

### Attendance at Meetings of the Supervisory Board and its Committees

Over the course of the fiscal year 2022, the Supervisory Board met for five regular meetings and one constituent meeting following the Annual General Meeting on June 15, 2022. All meetings were held in person, with individual members joining virtually via video in several meetings when they were unable to be physically present. In addition, resolutions were adopted through two written circular resolutions. Over the past fiscal year, the Supervisory Board saw a consistently high participation rate: All members of the Supervisory Board attended at least half of the meetings. Overall, participation in Supervisory Board meetings averaged 97 percent.

There were also five meetings of the Audit Committee, six meetings of the Personnel Committee, four meetings of the Investment Committee, and one meeting of the Nomination Committee. The Nomination Committee meeting and four Audit Committee meetings were held in person. Of the six meetings of the Personnel Committee, two were held in person and four virtually. All meetings of the Investment Committee were held virtually. At some of the committee meetings that were held in person, individual members could attend virtually. Attendance at Audit Committee meetings was 100 percent, at Investment Committee meetings 96 percent, and at Personnel Committee meetings 97 percent. Only one Nomination Committee meeting had a low attendance of 67 percent, as Mr. Dudok had to excuse himself at short notice due to illness. Accordingly, he also attended less than half of the meetings of the Nomination Committee. Detailed information on individual attendance at meetings can be found in tabular summary T01.

The members of the Executive Board attended the meetings of the Supervisory Board and its committees. In line with the new recommendations of the Code, the Supervisory Board, the Audit Committee, and in particular the Personnel Committee also regularly discussed individual agenda items without the Executive Board, for example in connection with the appointment of new Executive Board members or with regard to adjustments to the Executive Board remuneration system.

The Executive Board and the Supervisory Board worked together in an open atmosphere of mutual trust and understanding at all times. The Chairman of the Supervisory Board and the chairmen of the committees maintained ongoing contact with the Executive Board between the meetings of the Supervisory Board and the committees. The Chairman of the Supervisory Board consulted with the Executive Board on current business performance, in particular, but also on planning, the risk situation, risk management, and compliance within the company. In addition, the Executive Board promptly informed him, either verbally or in writing, about important issues of key relevance to assessing the situation, development, and management of Jenoptik. He informed the Supervisory Board of these issues without delay, and at the next meeting by the very latest.

## Particular Subjects discussed by the Supervisory Board

**At all its regular meetings**, the Supervisory Board dealt with the Executive Board’s detailed reports on the course of business, in particular the Group’s current revenue and earnings performance and its financial and asset position. This included a comprehensive examination and discussion of the monthly reports and quarterly statements. A recurring issue at several meetings also included detailed explanations and discussions on the sale of VINCORION, completed on June 30, 2022, and other acquisition and divestment projects.

Through a written **circular resolution in January 2022**, the Supervisory Board approved the candidacy of Dr. Traeger for a Supervisory Board mandate at Aixtron SE. In a further written **circular resolution in February 2022**, the members of the Supervisory Board adopted their report for the 2022 Annual General Meeting and, together with the Executive Board, the Remuneration Report for the fiscal year 2021, and approved the Corporate Governance Statement, including the Corporate Governance Report. In addition, the CVs of Supervisory Board members were compared against the competency profile adopted by the Supervisory Board and updated on the Jenoptik website.

At its **balance sheet meeting on March 25, 2022**, the Supervisory Board discussed the audit of JENOPTIK AG's Annual Financial Statements, the Consolidated Financial Statements, the Combined Management Report, the Consolidated Non-Financial Report, the Remuneration Report, and the appropriation of accumulated profits at length in presence of the auditor. After extensive discussion, the Supervisory Board approved the Annual Financial Statements of JENOPTIK AG and the Consolidated Financial Statements for the fiscal year 2021. The Annual Financial Statements were thus adopted. The members of the Supervisory Board also resolved to approve the Executive Board's proposal for the appropriation of profits, with, as in the prior year, an unchanged dividend payment of 0.25 euros per dividend-bearing no-par value share. The Supervisory Board also discussed the possible effects of the war in Ukraine on Jenoptik. Other matters discussed at the meeting were the settlement of the target agreements for Executive Board members in the fiscal year 2021, including determination of the multiplier, and the conclusion of new target agreements for both Executive Board members for 2022. The Supervisory Board adopted the agenda for the Annual General Meeting on June 15, 2022, dealing in particular with a candidate proposal to succeed Mr. Heinrich Reimitz as a shareholder representative on the Supervisory Board. The Supervisory Board also elected a successor to the employee representative Mr. Dieter Kröhn on the Investment Committee, who left the Supervisory Board on March 31, 2022.

The **meeting on June 14, 2022** focused on the company's current business outlook and financial situation following the end of the first quarter and on the figures as of April 30, 2022. The Supervisory Board dealt with issues relating to the Annual General Meeting to be held on the following day and obtained detailed information on the progress of the integration and business activities of the companies acquired in recent years and on current acquisition and divestment projects. The Supervisory Board also discussed the further development of the Executive Board and resolved to contract an external personnel consultant to search for a successor to Mr. Hans-Dieter Schumacher, who will leave on March 31, 2023.

At the **constituent meeting** directly following the Annual General Meeting **on June 15, 2022**, I, Matthias Wierlacher, was re-elected Chairman of the Supervisory Board, and Mr. Stefan Schaumburg was re-elected as my deputy. There were also changes on the committees: Mr. Thomas Spitzenpfeil

## T01 Participation of the individual Supervisory Board members in meetings

	Matthias Wierlacher	Stefan Schaumburg	Evert Dudok	Elke Eckstein	André Hillner (since 15.06.2022)	Prof. Ursula Keller (since 22.01.2022)	Dörthe Knips	Alexander Münkwitz (since 01.04.2022)
6 Supervisory Board Meetings	●●●●●●	●●●●●●	●●●●●●	●●●●●● ○	●●●●	●●●●●●	●●●●●●	●●●●●●
5 meetings of the Audit Committee	-	-	-	-	-	-	●●	●●
6 meetings of the Personnel Committee	●●●●●●	●●●●●●	●●●●●●	●●●●	-	-	●●●●	-
4 meetings of the Investment Committee	●●●●	●●● ○	-	●●●●	●●	-	●●	●
1 meetings of the Nomination Committee	●	-	○	-	-	-	-	-

● Participation ○ No participation

was elected Chairman of the Audit Committee, Ms. Doreen Nowotne his deputy. As provided for in the Rules of Procedure of the Supervisory Board, I chair the Personnel, Mediation, Investment, and Nomination Committees.

At the **meeting on September 14, 2022**, which was held in Switzerland at the site of SwissOptic AG, acquired in 2021, following a tour of the manufacturing areas, the Executive Board, reported on the current business and financial situation of the Group at the end of the second quarter and as of July 31, 2022, the non-financial reporting as of July 31, 2022, and the performance of the Jenoptik share in the current fiscal year. The Supervisory Board examined the planning assumptions for the 2023 fiscal year, a range of acquisition and divestment projects, and the Group’s Risk and Opportunity Report as of June 30, 2022. The Supervisory Board also resolved to contract an independent external expert to review and further develop the Executive Board remuneration system in order to introduce ESG targets as part of the multi-year variable remuneration and share ownership guidelines, as announced in last year’s Remuneration Report. The Supervisory Board was also updated on the status of the search for a successor to Mr. Hans-Dieter Schumacher.

During the **two-day strategy meeting in November**, the Supervisory Board, together with the Executive Board and other members of the Executive Management Committee, discussed in detail the progress made with the Group’s “More Value” strategy at divisional level and also dealt with the Group’s sustainability and HR strategy. The Supervisory Board adopted adjustments to the remuneration system for the Executive Board members, which is to be submitted to the Annual General Meeting on June 7, 2023 for approval. Subject to approval by the Annual General Meeting, the adjusted remuneration system is to take effect retroactively from January 1, 2023. The Supervisory Board also resolved to expand the Executive Board to three persons and, following the recommendation of the Personnel Committee, appointed Dr. Ralf Kuschnerreit to the Executive Board with effect from January 1, 2023, and Dr. Prisca Havranek-Kosicek from March 1, 2023. It considered the overview of the customary nature of Executive Board remuneration compared with other companies and with other employee groups in the company, which had been prepared with the assistance of an

Doreen Nowotne	Thomas Spitzenpfeil (since 15.06.2022)	Christina Süßenbach (since 15.06.2022)	Franziska Wolf (since 15.06.2022)	Thomas Klippstein (until 15.06.2022)	Dieter Kröhn (until 31.03.2022)	Astrid Biesterfeldt (until 15.06.2022)	Heinrich Reimitz (until 15.06.2022)	Frank Steininger (until 15.06.2022)	Total attendance in percent
●●●●● ○	●●●●●	●●●●●	●●●●●	●●	●	●●	●●	●●	97%
●●●●●	●●	-	-	●●●	-	●●●	●●●	-	100%
-	-	-	●●● ○	●●	-	-	●●	●●	97%
●●●●●	-	●●	-	-	●	-	-	-	96%
-	-	-	-	-	-	-	●	-	67%

external independent remuneration consultant, and concluded that the remuneration agreed with the members of the Executive Board is customary in a horizontal and vertical comparison in accordance with the requirements of the Code. Finally and on the recommendation of the Personnel Committee, the conclusion of the service contracts with the new Executive Board members was approved.

At its last meeting of the year on **December 14, 2022**, the Supervisory Board dealt in detail with the business performance of JENOPTIK AG and the Group following the end of the third quarter and as of October 31, 2022, including the sustainability indicators. The Supervisory Board was provided with information on the medium-term planning and approved the corporate planning for the fiscal year 2023. After reviewing a corporate governance checklist, the Declaration of Conformity in accordance with § 161(1) AktG for the fiscal year 2022 was approved. The Supervisory Board also dealt determined the ESG indicators for the multi-year variable remuneration of the Executive Board members and adopted a new schedule of responsibilities for the extended Executive Board. The Executive Board provided information on adjustments to the D&O liability insurance policy as part of the annual renewal. The Supervisory Board also discussed how effectively the Supervisory Board as a whole and its committees perform their duties (efficiency review).

## Work in the Committees

The Supervisory Board has established five committees to perform its tasks with greater efficiency. To the extent permissible by law, these committees make one-off decisions in place of the Supervisory Board and prepare topics that are then addressed by the Supervisory Board. The chairmen on the committees provide in-depth information on the content and outcomes of each committee meeting at the following meeting of the Supervisory Board. With the exception of the Audit Committee, the committees are led by myself as the Chairman of the Supervisory Board. Information on the individual members of each committee can be found in the Corporate Governance Statement.

The [Audit Committee](#), chaired until June 15, 2022 by Mr. Heinrich Reimitz and since then by Mr. Thomas Spitzenpfeil, held four meetings and one conference call in the reporting period. Both members of the Executive Board, the Head of Corporate Controlling & Accounting, and the Head of Group Accounting were present at all meetings; the heads of relevant departments attended as required for individual topics. In addition to the monthly reports, the Quarterly Statements as well as the Half-Year Financial Statements, and the Annual and Consolidated Financial Statements, the Audit Committee paid particular attention to the effectiveness, appropriateness, and ongoing development of the risk management, internal control, and compliance management systems. The Chairman of the Audit Committee also maintained regular contact with the auditor outside the meetings, and subsequently reported to the committee on this. In its new composition since June 2022, the Audit Committee also discusses individual matters at each meeting without the Executive Board.

During a **conference call on February 8, 2022** prior to publication of the preliminary figures, the Audit Committee together with the Executive Board discussed the key indicators in the fiscal year 2021 as well as the current status of the preparation of the Annual and Consolidated Financial Statements.

The **balance sheet meeting on March 10, 2022** focused on the audit of the Combined Management Report, JENOPTIK AG's Annual Financial Statements and Consolidated Financial Statements following application of ESEF regulations, and the Executive Board's proposal for the appropriation of

profits. This meeting was also attended by Mr. Steffen Maurer and Mr. Uwe Pester, acting as representatives of our auditor. The Consolidated Non-Financial Report and the results of the limited assurance audit were discussed with representatives from auditing firm PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft ("PWC"). The Audit Committee considered the quality of the audit carried out by Ernst & Young GmbH Wirtschaftsprüfungsgesellschaft, Stuttgart ("EY"), and rated it as convincing. The Director of Risk & Compliance then presented the current Group Risk and Opportunity Report as of December 31, 2021. Another issue at the meeting was the recommendation by the Audit Committee to the Supervisory Board that EY again be proposed to the Annual General Meeting as the auditor for the fiscal year 2022. EY confirmed that there are no circumstances compromising its independence as auditor.

At the **meeting on May 10, 2022**, the Audit Committee dealt in detail with the Statement for the first quarter of 2022. The Committee obtained information on current interest rate developments and their impact on group financing, audits carried out, and Internal Audit's audit planning, and was given an overview of a project to optimize the internal control system.

In addition to the Half-Year Financial Statements, the topics of discussion on **August 9, 2022** included the determination of the main points of the audit and the review of EY's fee agreement for the upcoming audit. The committee also addressed the issue of monitoring the independence of the auditor. To this end, it reviewed the services provided in the past year in addition to the audit and updated its approved catalog of permissible non-audit services. On the basis of the resolution of the Annual General Meeting on June 15, 2022, the Audit Committee subsequently appointed EY as auditors for the fiscal year 2022. The Committee was also informed about the current Group Risk and Opportunity Report as of June 30, 2022.

At its last meeting of the year on **November 9, 2022**, the Audit Committee examined the Financial Statements for the third quarter and the current forecast as of December 31, 2022. Representatives from EY presented the audit strategy and audit plan for the upcoming audit to the Audit Committee. This plan covered the defined main points of the audit, the scope of the audit at the individual group companies, and the provisional key audit matters. The Head of Group Internal Audit reported on the audits carried out in the second half of the year and the main findings, the status of the internal control system optimization project, and the Internal Audit department's audit planning for the following year.

The **Personnel Committee** met six times in the past fiscal year. Its meetings focused on the settlement of the Executive Board's target agreements for 2021, including determination of the multiplier for the one-year variable remuneration, and the agreement of new targets for the fiscal year 2022. After Mr. Hans-Dieter Schumacher declared that he did not wish to extend his Executive Board service contract, which expires on March 31, 2023, the Personnel Committee dealt intensively with succession planning and proposals to expand the Executive Board to three persons in the further course of the year. It was supported in this by an external personnel service provider. It also submitted the proposals for an adjusted Executive Board remuneration system drawn up with the assistance of an external remuneration consultant to the Supervisory Board, including the introduction of ESG criteria in the multi-year variable remuneration and of share ownership guidelines. With the support of the remuneration consultant, the customary nature of Executive Board remuneration was considered in comparison with other companies and with other employee groups in the company, and taken into account in the proposal for the level of remuneration of the new Executive Board members.

The [Investment Committee](#) met four times in 2022, and dealt with current acquisition and divestment projects, in particular the completion of the sale of VINCORION, which was successfully concluded on June 30, 2022, and information on the development of the companies acquired in the last four years. Following relevant suggestions made in the course of the self-evaluation, the committee also discussed its allocation of tasks and the structure of its working methods.

The [Nomination Committee](#) met once in the past fiscal year to prepare for the upcoming election of shareholder representatives to the Supervisory Board by the 2022 Annual General Meeting. Taking into account the requirements profile updated by the Supervisory Board at the end of 2021, it discussed the suitability and independence of various candidates to succeed Mr. Heinrich Reimitz, who was not available for a further term of office. It ultimately recommended Mr. Thomas Spitzenpfeil as the candidate for election to the Supervisory Board by the Annual General Meeting. Mr. Spitzenpfeil introduced himself personally both to the Nomination Committee and subsequently to the Supervisory Board.

The [Mediation Committee](#) established on the basis of § 27(3) of the Codetermination Act (MitbestG) did not meet in the year covered by the report as there was no reason for it to do so.

## Corporate Governance

Over the past fiscal year, the Supervisory Board engaged with corporate governance issues, and in December, following examination of a corporate governance checklist and in conjunction with the Executive Board, adopted the Declaration of Conformity in accordance with § 161(1) AktG. It is part of the Corporate Governance Statement.

Following the most recent efficiency review carried out with the assistance of an external expert in 2020 and an internal audit in 2021, the Supervisory Board once again made an internal self-assessment in the past fiscal year. Based on suggestions from the internal evaluation in 2021, the Investment Committee reviewed its task profile and working methods in 2022, among other things. The internal self-assessment of the Supervisory Board, which has been largely reconstituted since the Annual General Meeting in June 2022, again gave a positive picture of the activities of the Supervisory Board and its committees in December 2022. No efficiency shortcomings were identified. The next external efficiency review is scheduled to take place in 2023.

Within the Supervisory Board, there were no conflicts of interest subject to reporting requirements in the past fiscal year. Based on the recommendations of the Code, members of the Executive Board may only exercise external supervisory board mandates with the approval of the Supervisory Board. In the past fiscal year, the Supervisory Board approved the exercise of a supervisory board mandate by Dr. Traeger at Aixtron SE. One member of the Supervisory Board of JENOPTIK AG exercises an executive role at a company with which Jenoptik has a business relationship. Jenoptik does not, however, consider these business transactions to be of significance, especially as they are conducted under the same conditions as would have been maintained with third-party companies. Furthermore, the Executive Board and Supervisory Board did not undertake any transactions that would have been subject to approval or publication as related party transactions. More information on business transactions by the Executive Board or Supervisory Board with related parties can be found in chapter 8.5 of the Notes.

Members of the Supervisory Board are responsible for undergoing the training and professional development measures necessary for their tasks. To the extent permitted by law, they are given targeted support by the company, for example in the form of invitations to selected events. All members are regularly informed about new regulatory requirements or other legal developments affecting them.

New members also are supported by the company during their inductions (“onboarding”). Immediately after assuming the chairmanship of the Audit Committee, Mr. Thomas Spitzenpfeil met the CFO and managers with specialist responsibility on several occasions to exchange views on fundamental and current issues, thus gaining an overview of the relevant Audit Committee topics at Jenoptik.

Detailed information on corporate governance at Jenoptik can be found in the Corporate Governance Statement.

## Annual Financial Statements and Consolidated Financial Statements

In line with the resolution of the Annual General Meeting on June 15, 2022, EY was appointed to audit the Combined Management Report, the Annual Financial Statements of JENOPTIK AG, the Consolidated Financial Statements, and to carry out a formal audit of the Remuneration Report. EY has been the JENOPTIK AG and Group auditor since the fiscal year 2016. The lead audit partner is currently Mr. Steffen Maurer. EY audited the Annual Financial Statements prepared by the Executive Board according to the provisions of the German Commercial Code (HGB), the Combined Management Report as well as the Consolidated Financial Statements, and each provided with an unqualified audit opinion. The Consolidated Financial Statements were prepared according to § 315e HGB and on the basis of International Financial Reporting Standards (IFRS) as applicable in the EU, and the additional requirements of German commercial law pursuant to Section 315e (1) HGB. The Remuneration Report was subjected to a formal audit by EY in accordance with § 162 (3) AktG and issued an unqualified opinion. The limited assurance audit of the Consolidated Non-Financial Report was also given an unqualified opinion by PWC.

Within the scope of its audit duties, EY also checked whether the Executive Board had adopted suitable measures to ensure that developments that may endanger the continued existence of the company are identified in good time. The EY audit was conducted according to § 317 HGB and the EU Audit Regulation, giving consideration to the generally accepted German audit principles defined by the Institute of Public Auditors in Germany (Institut der Wirtschaftsprüfer [IDW]).

On completion, the audit reports, the Annual Financial Statements, the Consolidated Financial Statements, the Executive Board’s proposal for the appropriation of profits, the Combined Management Report, including the Combined Non-Financial Report were dispatched to all members without delay and, together with the documents submitted by the Executive Board, discussed in detail by the Audit Committee and the Supervisory Board at their March meetings. Both also dealt with the key audit matters. In the presence of the Executive Board, representatives from EY and PWC reported personally on the scope, main focus, and key findings of their audit at the meetings, and were also available to respond to any further queries. The Supervisory Board is of the opinion that the participation of the Executive Board is a valuable addition to Supervisory Board discussions and completion of auditing of the Annual and Consolidated Financial Statements, at which auditor EY is in attendance,



and therefore endorses the Executive Board's continued participation in the future. If a member wishes to have a discussion with the auditor without the participation of the Executive Board, the Chairman of the Supervisory Board or the Committee will agree to this.

EY also provided information on services rendered in addition to the audit services. Detailed information can be found in the Notes in chapter 10.3. According to the auditor, there were no circumstances that gave rise to a concern of partiality. No major weaknesses in the risk management system or the internal control system were reported. The Chairman of the Audit Committee also reported in detail on the audits of the Annual Financial Statements and the Consolidated Financial Statements prepared by the Audit Committee.

Following the final outcomes of the preliminary audit by the Audit Committee and its own review and discussion, the Supervisory Board raised no objections to the outcomes of the audit at its meeting on March 27, 2023 and approved the Annual Financial Statements and Consolidated Financial Statements prepared by the Executive Board. The Annual Financial Statements for 2022 are thus adopted according to § 172 (1) AktG. The Supervisory Board discussed in detail the Executive Board's resolution on the appropriation of profits, which provides for a dividend payment increased by 5 cents to 0.30 euros per dividend-bearing no-par value share, and approved it following an internal review.

## Changes on the Supervisory Board and Executive Board

There were several changes on the Supervisory Board in the past fiscal year. Prof. Ursula Keller was appointed to the Supervisory Board by court order, with effect from January 22, 2022, to succeed Prof. Tünnermann, who left the Board on December 31, 2021, and was confirmed in office by the Annual General Meeting in June 2022. As of April 1, 2022, Mr. Alexander Münkowitz was also appointed to the Supervisory Board by court order as employee representative to succeed Mr. Dieter Kröhn, who left the Board on March 31, 2022, and was subsequently elected for a five-year term in the employee representative election. Mr. Heinrich Reimitz, Mr. Frank-Dirk Steininger, Mr. Thomas Klippstein, and Ms. Astrid Biesterfeldt left the Supervisory Board of JENOPTIK AG at the end of the Annual General Meeting on June 15, 2022. We thank all departed members for their valuable assistance and, in some cases, many years of service on the Supervisory Board. At the Annual General Meeting on June 15, 2022, Mr. Thomas Spitzenpfeil and, in the employee representative election, Ms. Christina Süßenbach, Ms. Franziska Wolf, and Mr. André Hillner were elected as new Supervisory Board members with effect from the end of the Annual General Meeting.

After our Executive Board member Mr. Hans-Dieter Schumacher announced that he would not be available again for an extension of his contract, which expires on March 31, 2023, the Supervisory Board decided in November 2022 to expand the Executive Board to three persons. As of January 1, 2023, Dr. Ralf Kuschnerit and as of March 1, 2023, Dr. Prisca Havranek-Kosicek were appointed additional members of the Executive Board. Dr. Havranek-Kosicek will succeed Mr. Hans-Dieter Schumacher on April 1, 2023. Mr. Schumacher has been Chief Financial Officer of JENOPTIK AG for a total of eight years, starting April 1, 2015, and has played a key role in shaping the company's very successful development since then. In doing so, he has ensured the necessary financial room for maneuver for investments and acquisitions and thus created an essential basis for Jenoptik's transformation into a global photonics company. We would like to thank Hans-Dieter Schumacher for the services he has provided to the company.

On behalf of the Supervisory Board, I would like to express my particular thanks to all employees, the employee representatives, and the members of the Executive Board for their extraordinary dedication and great personal commitment over the past year. I would also like to thank our shareholders, who have continued to place their trust in us throughout this time.

Jena, March 2023  
On behalf of the Supervisory Board



Matthias Wierlacher  
Chairman of the Supervisory Board