

Additional Information regarding agenda item 5 (Approval of Remuneration Report)

As disclosed in the Remuneration Report 2023 a sign on bonus was granted by the Supervisory Board to the new CFO Laetitia Rouxel when she joined the Company in April 2023. The sign-on bonus was determined by the Supervisory Board in a total amount of €600.000 as a replacement award to compensate from foregone earnings at her previous employer. While the first half of this award has been paid in April 2023 when Laetitia Rouxel joined, the other half is deferred for one year and only payable in 2024.

Regarding the final number of exercisable Share Performance Awards (LTI) from the 2019 grant that vested in 2023 for each Executive Board member, the value of LTI tranches as of grant in 2019 and vesting in 2023 as well as the relative achievement per KPI are disclosed on page 16 of the remuneration report. As for the relevant Share Performance Plan 2017 both KPIs, absolute share price development and relative TSR compared to TecDAX, are based on publicly available information (as explained on 13-15 of the remuneration report). For convenience, please find the relative achievement, as disclosed in our remuneration report, as well as the absolute targets and achievement below:

	Target achievement 2019 (in %)	Target achievement 2020 (in %)	Target achievement 2021 (in %)	Target achievement 2022 (in %)	Total target achievement (in %)
Relative share price performance	124%	200%	200%	0%	131%
Relative TSR	0%	200%	200%	0%	100%

2019:		2020:	
KPI "Share Price"		KPI "Share Price"	
Average last 30 trading days 2018	18,731	Average last 30 trading days 2019	20,587
Average last 30 trading days 2019	20,587	Average last 30 trading days 2020	26,713
Increase	9,91%	Increase	29,76%
KPI "Share Price" achievement	124,0%	KPI "Share Price" achievement	200,0%
KPI "TSR"		KPI "TSR"	
Evotec TSR 2019 vs. 2018	9,91%	Evotec TSR 2020 vs. 2019	29,76%
TecDAX TSR 2019 vs. 2018	19,96%	TecDAX TSR 2020 vs. 2019	2,68%
Relative TSR Evotec vs. TecDAX	-10,05%	Relative TSR Evotec vs. TecDAX	27,07%
KPI "TSR" achievement	0,0%	KPI "TSR" achievement	200,0%
Overall Performance Achievement	62,0%	Overall Performance Achievement	200,0%
2021:		2022:	
KPI "Share Price"		KPI "Share Price"	
Average last 30 trading days 2020	26,713	Average last 30 trading days 2021	41,558
Average last 30 trading days 2021	41,558	Average last 30 trading days 2022	16,125
Increase	55,57%	Increase	-61,20%
KPI "Share Price" achievement	200,0%	KPI "Share Price" achievement	0,0%
KPI "TSR"		KPI "TSR"	
Evotec TSR 2021 vs. 2020	55,57%	Evotec TSR 2022 vs. 2021	-61,20%
TecDAX TSR 2021 vs. 2020	23,74%	TecDAX TSR 2022 vs. 2021	-21,54%
Relative TSR Evotec vs. TecDAX	31,84%	Relative TSR Evotec vs. TecDAX	-39,66%
KPI "TSR" achievement	200,0%	KPI "TSR" achievement	0,0%
Overall Performance Achievement	200,0%	Overall Performance Achievement	0,0%