

Remuneration system for members of the Supervisory Board

The remuneration system for Supervisory Board members ("Supervisory Board remuneration system") is determined in accordance with the requirements of the law and the German Corporate Governance Code ("GCGC"). Overall, remuneration shall be balanced and commensurate with the responsibility and duties associated with the office of Supervisory Board member. The level of remuneration for Supervisory Board members of comparable listed companies shall be taken into account. In contrast, the remuneration and employment conditions of employees shall not be taken into account when determining the remuneration system, due to the fundamental difference in the areas of activity and responsibility.

The acceptance of a mandate and the participation in Supervisory Board committees should be sufficiently attractive, including the remuneration structure, to be able to attract qualified and committed mandate holders to the Company. This is intended to ensure the best possible advice to and supervision of the Management Board, which in turn is an essential prerequisite for the implementation of a successful business strategy aimed at the sustainable and long-term development of the Company.

In accordance with the recommendations of the GCGC, the remuneration of Supervisory Board members shall continue to consist exclusively of a fixed remuneration, so that the relative share of the fixed remuneration in the total compensation is 100%. As recommended by the GCGC, the increased time commitment of the Chairman and Deputy Chairman shall be taken into account. Therefore, rounded up to the nearest € 1,000, the Chairman shall receive 2.33 times and the Deputy Chairman 1.55 times the basic remuneration of an ordinary Supervisory Board member. In addition, the participation in the committees as chairman or member is to be taken into account through the payment of an appropriate additional fixed amount, whereby this additional amount is to be set appropriately higher for the chairman of the Audit Committee due to the increased responsibility and demands associated with this office. The fixed remuneration without variable compensation components takes account of the fact that the demands and responsibilities of Supervisory Board members do not regularly develop in parallel with the business performance and earnings situation of the Company. On the contrary, it may be necessary for the Supervisory Board to perform its advisory and monitoring function particularly intensively during a phase of difficult economic development, in which performance-related, variable remuneration would be reduced.

The members of the Supervisory Board are included in the Company's pecuniary loss liability insurance (*Vermögensschaden-Haftpflichtversicherung*), should such

insurance exist. The maximum remuneration achievable is thus the sum of the partial amounts associated with the particular tasks assumed; there is no need to set a maximum figure for remuneration in euros for the members of the Supervisory Board.

The remuneration of the members of the Supervisory Board shall be payable after the end of each fiscal year. There are no special deferral periods for the payment of remuneration components.

The remuneration of the members of the Supervisory Board is determined in full and conclusively by resolution of the General Meeting. No additional or deviating remuneration-related agreements are made.

At least every four years, the General Meeting shall pass a new resolution on the remuneration of the members of the Supervisory Board, in which case a confirming resolution is permissible. The remuneration system in general and the specific determination of the amount and composition of the remuneration based on it are subject to regular review by the Supervisory Board and the Management Board. If the need for an adjustment arises due to changes in the tasks of the Supervisory Board, the market environment or the particular situation of the Company, an adjustment of the remuneration will be proposed to the General Meeting for resolution. Any conflicts of interest arising in this context will be dealt with in accordance with the requirements of the law, the GCGC and the Rules of Procedure for the Management Board and Supervisory Board.