

**Information on Agenda Item 9:
Remuneration system for members of the Supervisory Board**

1. Wording of the Articles of Association

The remuneration of members of the Supervisory Board is governed by Article 16 of the Company's Articles of Association. Subject to the entry of the amendment to the Articles of Association proposed under Agenda Item 9 in the Company's commercial register, Article 16 reads as follows:

- "1. Each member of the Supervisory Board shall receive fixed annual remuneration of EUR 50,000.00, the chair of the Supervisory Board EUR 120,000.00, and the deputy chair of the Supervisory Board EUR 70,000.00.*
- 2. The chair of the Audit Committee shall receive additional annual remuneration of EUR 25,000.00. Each additional member of the Audit Committee shall receive additional annual remuneration of EUR 10,000.00.*
- 3. The chair of each further committee shall receive additional annual remuneration of EUR 20,000.00, and each other member of a further committee shall receive additional annual remuneration of EUR 7,500.00.*
- 4. For participation in a meeting of the Supervisory Board, the respective member shall receive an attendance fee of EUR 1,000.00 per meeting. For participation in a meeting of a committee, the respective member shall receive an attendance fee of EUR 500.00 per meeting. For several meetings held on the same day, the attendance fee shall be paid only once. Attendance at a meeting also includes participation in a meeting held by telephone or video conference or participation in a meeting held by telephone or video conference.*
- 5. The Company shall ensure that liability insurance exists for the benefit of Supervisory Board members. In addition to the remuneration pursuant to the above paragraphs, the Company shall reimburse Supervisory Board members for expenses reasonably incurred in the exercise of their Supervisory Board office as well as for any value-added tax payable on their remuneration and expenses.*
- 6. Supervisory Board members who are members of the Supervisory Board for only part of a financial year or who hold the office of chair or deputy chair of the*

Supervisory Board shall receive corresponding pro rata remuneration. This shall apply mutatis mutandis to remuneration as chair of a committee.

7. *The remuneration pursuant to paragraphs 1 and 2 shall become due after the end of the shareholders' meeting which receives the consolidated financial statements relating to the financial year for which the remuneration is paid or decides on their approval."*

2. Contribution of remuneration to promoting business strategy and long-term development

The system complies overall with the requirements of the German Corporate Governance Code as amended on April 28, 2022.

In accordance with the recommendation in G.18 sentence 1 of the German Corporate Governance Code, only fixed remuneration components plus attendance fees and reimbursement of expenses are envisaged for the remuneration of Supervisory Board members, and no variable remuneration elements. The fixed remuneration strengthens the independence of the Supervisory Board members and thus makes an indirect contribution "to the long-term development of the Company" (see Section 87a (1) Sentence 2 No. 2 AktG).

At the same time, the remuneration system incentivizes members of the Supervisory Board to work proactively to "promote business strategy" (see Section 87a (1) sentence 2 No. 2 AktG) by taking appropriate account, in accordance with G.17 of the German Corporate Governance Code, of the greater time commitment of the chair, who is particularly closely involved in discussing strategic issues (D.5 of the German Corporate Governance Code), and of the deputy chair of the Supervisory Board, as well as of the chair and members of committees.

3. Remuneration components

The fixed remuneration components, the base remuneration, the additional remuneration for committee activities and the attendance fee for meeting days and telephone conferences, are summarized as follows (see the existing wording of the Articles of Association):

Remuneration component	Chair	Deputy Chair	Ordinary member
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Base remuneration	EUR 120,000.00	EUR 70,000.00	EUR 50,000.00	
Remuneration component				
Attendance fee per meeting of the Supervisory Board	EUR 1,000.00			
Remuneration component	Chair of the Audit Committee	Ordinary member of the Audit Committee	Chair of another committee	Ordinary member of another committee
Committee activity	EUR 25,000.00	EUR 10,000.00	EUR 20,000.00	EUR 7,500.00
Attendance fee per meeting of a committee	EUR 500.00	EUR 500.00	EUR 500.00	EUR 500.00

In the event that a Supervisory Board member does not belong to the Supervisory Board for the entire financial year, remuneration shall be granted on a pro rata temporis basis. The Company also ensures that liability insurance is taken out for the benefit of members of the Supervisory Board. In addition, the Company reimburses the expenses reasonably incurred in the exercise of the office. In addition, the Company reimburses any value-added tax payable on remuneration and the reimbursement of expenses.

4. No variable remuneration, no remuneration-related legal transactions

As the remuneration system does not include any variable remuneration components, disclosures pursuant to Section 87a (1) sentence 2 nos. 4, 6, 7 AktG are not required.

The remuneration of members of the Supervisory Board is set directly in the Articles of Association, so that no contractual remuneration-related legal transactions as defined by Section 87a (1) sentence 2 no. 8 AktG have been concluded.

5. Deferral periods

The base remuneration and the additional remuneration for the chair of a committee are payable after the end of the Annual General Meeting that receives or decides on the approval of the consolidated financial statements for the financial year for which the

remuneration is paid. The remuneration system does not provide for deferral periods for the payment of remuneration components.

6. Consideration of employee remuneration and employment conditions

A legally binding connection is not enshrined in the Articles of Association, does not correspond to the functional diversity of the non-operating Supervisory Board and would unduly restrict the shareholders' freedom of decision on the remuneration of the Supervisory Board.

7. Determination, implementation and review of the remuneration system

The remuneration system and the specific remuneration of the members of the Supervisory Board are determined by the Annual General Meeting, which passes resolutions on the remuneration of the members of the Supervisory Board at least every four years in accordance with Section 113 (3) AktG. A confirming resolution is permissible and requires a simple majority of the votes cast. If the Annual General Meeting does not pass a confirming resolution, a revised remuneration system is to be submitted at the next Annual General Meeting for approval by resolution. A material change to the remuneration system anchored in the Articles of Association and the remuneration of members of the Supervisory Board requires a majority resolution equivalent to the majority required to amend the Articles of Association.

The remuneration of the Supervisory Board is regularly reviewed by the management, in particular by the Nomination and Remuneration Committee of the Supervisory Board, which deals with remuneration. In particular, the time required, the scope of the duties to be performed and the financial situation of the Company are taken into account, as well as the compatibility of the remuneration with any new legal requirements, the recommendations of the German Corporate Governance Code, expectations of the capital market and the market appropriateness of the remuneration. If the Management Board and Supervisory Board see cause for change in this respect, they will propose an adjusted remuneration system to the Annual General Meeting. The remuneration system is submitted to the Annual General Meeting for resolution at least every four years.

Conflicts of interest in connection with the remuneration system of the Supervisory Board have not occurred in the past. Any conflicts of interest in connection with the review of the remuneration system are counteracted by the statutory system of competences, as the final decision-making authority on Supervisory Board remuneration is assigned to the Annual General Meeting and a resolution proposal is submitted to it by

both the Management Board and the Supervisory Board, i.e., a system of mutual control is already provided for in the statutory regulations. In addition, the general rules for conflicts of interest apply, according to which such conflicts must in particular be disclosed and dealt with appropriately.

In addition, shareholders have the opportunity, subject to the statutory requirements, to make the remuneration system and the remuneration of Supervisory Board members, together with any proposed changes, an agenda item for the Annual General Meeting or to submit corresponding (counter) motions.