



§ 17

Remuneration

- (1) As of January 1, 2026, each member of the Supervisory Board shall receive a fixed annual remuneration in the amount of EUR 115,000 in addition to reimbursement of their cash expenses.
- (2) The remuneration according to para. (1) shall be increased for

the Chairman of the Supervisory Board	by 100%,
the Deputy Chairman of the Supervisory Board	by 50%,
a Chairman of a Supervisory Board committee	by 100%,
a member of a Supervisory Board committee	by 50%.

This shall not apply to the committee set up pursuant to Section 27 (3) of the Co-Determination Act and the nomination committee.

- (3) As of January 1, 2022, the members of the Supervisory Board shall receive an attendance fee of Euro 1,000 for each meeting of the Supervisory Board and its committees they attend which shall only be payable to the extent that the sum total of the attendance fee accruing in a given fiscal year does not reach 10% of the total remuneration of the member of the Supervisory Board including reimbursements received to cover expenses.
- (4) The remuneration pursuant to para. (1) and (2) and the attendance fee shall become due at the close of the ordinary General Shareholders' Meeting in the following fiscal year.