

11.

Resolution on the remuneration of members of the Supervisory Board and on Section 17 of the Articles of Association

The Board of Management and the Supervisory Board propose adoption of the following resolution:

- a) Remuneration of the Supervisory Board is approved as follows:
- (1) In addition to reimbursement of their expenses as well as any value added tax payable on the remuneration and such expenses, each member of the Supervisory Board shall receive a fixed annual remuneration only. This restriction to fixed remuneration will in particular ensure that control and monitoring tasks are performed independently.
 - (2) The basic remuneration for each member of the Supervisory Board shall remain at EUR 70,000.
 - (3) The remuneration according to (2) shall continue to 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%.
 - (4) Members of the Supervisory Board shall continue to receive EUR 1,000 for each meeting of the Supervisory Board and its committees they attend.
 - (5) The remuneration according to (2) and (3) shall become due at the close of the Annual General Meeting in the following fiscal year.
- b) Section 17 of the Articles of Association, which governs remuneration of members of the Supervisory Board, shall continue to apply in its current form.