

11.

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

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

- a) The basic remuneration of the members of the Supervisory Board will be increased from EUR 70,000 to EUR 100,000 per year with effect from January 1, 2022. The increase takes account of the heightened requirements made of the members of the Supervisory Board in terms of both content and time and reflects the remuneration levels in force at other comparable companies. The Supervisory Board remuneration has not been changed since January 2014.

As before, the basic remuneration for the Chair of the Supervisory Board is increased by 100%, for the Deputy Chair of the Supervisory Board by 50%, for a Committee Chair by 100% and for a Committee member by 50%.

The attendance fee is unchanged at EUR 1,000 per meeting and payable to the member of the Supervisory Board only if the sum total of the attendance fee accruing in a given year does not reach 10% of the total remuneration including reimbursements received to cover expenses.

- b) Article 17 of the Articles of Association, which governs the remuneration of members of the Supervisory Board, will be revised as follows:

“Article 17 Remuneration

- (1) In addition to reimbursement of their cash expenses, each member of the Supervisory Board shall receive fixed annual remuneration of EUR 100,000 per year beginning January 1, 2022.

- (2) The remuneration according to Paragraph (1) shall be increased for

the Chair of the Supervisory Board	by 100%,
the Deputy Chair of the Supervisory Board	by 50%,
a Chair 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) Beginning January 1, 2022, the members of the Supervisory Board shall continue to receive an

the close of the Annual General Meeting in the following fiscal year.

- (4) Supervisory Board members serving on the Supervisory Board and/or its committees for only part of the fiscal year shall receive a remuneration pursuant to Paragraphs (1) and (2) pro rata.”
The remuneration according to Paragraphs (1) and (2) and the attendance fee shall become due at

attendance fee of EUR 1,000 for each meeting of the Supervisory Board and its committees they attend. This attendance fee shall only be payable if the sum total of the attendance fee accruing in a given year does not reach 10% of the total remuneration of the member of the Supervisory Board including reimbursements received to cover expenses.

Convenience translation – the German version is the legally binding version