

**11.  
Resolution on the remuneration of members of the Supervisory Board and on the amendment of Section 17 (1) 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 100,000 to EUR 115,000 per year with effect from January 1, 2026. Furthermore, the remuneration of the members of the Supervisory Board is confirmed in accordance with Section 17 of the Articles of Association.

Remuneration of Supervisory Board members was most recently adjusted in 2022. The increase takes account of the 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. It has been only slightly above the rate of inflation since 2022. The other regulations regarding Supervisory Board remuneration in Section 17 of the Articles of Association remain unchanged: The basic remuneration for the Chair of the Supervisory Board is increasing 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 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 for the Supervisory Board member, including reimbursements received to cover expenses.

- b) Section 17 (1) of the Articles of Association, which governs the remuneration of members of the Supervisory Board, will be revised as follows; Section 17 of the Articles of Association remains unchanged in all other respects:

„(1) From January 1, 2026, in addition to reimbursement of their cash expenses, each member of the Supervisory Board shall receive fixed annual remuneration of EUR 115,000.”

**Convenience translation; legally not binding. In case of any discrepancy, the German version shall prevail.**