

Virtual Annual General Meeting 2021
Synopsis of further amendments to the Articles of Association as proposed under agenda item 7

Important Notice: This translation of the German version is intended to be used for informational purposes only. While every effort has been made to ensure the accuracy and completeness of the translation, please note that the German version shall prevail.

Agenda item 7

Item 7	<i>Current Version</i>	<i>Proposed Version</i>
b) aa)	<p>Article 15(1)</p> <p>“(1) Each member of the Supervisory Board shall receive an annual remuneration of 100,000 euros. The Chairman of the Supervisory Board shall receive an annual remuneration of 220,000 euros, and the First Deputy an annual remuneration of 150,000 euros.”</p>	<p>“(1) Each member of the Supervisory Board shall receive an annual remuneration of 105,000 euros. The Chair of the Supervisory Board shall receive an annual remuneration of 241,500 euros, and the Deputy Chair an annual remuneration of 157,500 euros.”</p>
b) bb)	<p>Article 15(2)</p> <p>“(2) Supervisory Board members serving on committees shall receive the following additional amounts:</p> <p>a) The Chairman of the Audit Committee 110,000 euros; the other members of the Audit Committee 55,000 euros;</p> <p>b) The Chairman of the Personnel Committee 60,000 euros; the other members of the Personnel Committee 30,000 euros;</p> <p>c) The Chairman of the Remuneration Committee 60,000 euros; the other members of the Remuneration Committee 30,000 euros. For members of the Supervisory Board who are on both the Personnel Committee and the Remuneration Committee, their work on the Remuneration Committee is also covered by their fee for the Personnel Committee;</p> <p>d) The Chairman of the Standing Committee 30,000 euros; the other members of the Standing Committee 15,000 euros.</p> <p>No additional remuneration shall be paid for serving on the other Supervisory Board committees.”</p>	<p>“(2) Supervisory Board members serving on committees shall receive the following additional remuneration:</p> <p>a) The Chair of the Audit Committee 126,000 euros; the other members of the Audit Committee 63,000 euros;</p> <p>b) The Chair of the Personnel Committee 63,000 euros; the other members of the Personnel Committee 31,500 euros;</p> <p>c) The Chair of the Remuneration Committee 63,000 euros; the other members of the Remuneration Committee 31,500 euros. For members of the Supervisory Board who are on both the Personnel Committee and the Remuneration Committee, their work on the Remuneration Committee is also covered by their remuneration for the Personnel Committee;</p> <p>d) The Chair of the Standing Committee 31,500 euros; the other members of the Standing Committee 15,750 euros.</p> <p>No additional remuneration shall be paid for serving on the other Supervisory Board committees.”</p>

<p>b) cc)</p>	<p>Article 15(4)</p> <p>“(4) In addition, the members of the Supervisory Board shall receive an attendance fee of 1,000 euros for each Supervisory Board meeting and each meeting of a Supervisory Board committee except the Conference Committee. If there are several meetings on the same day, the attendance fee shall be paid only once.”</p>	<p>“(4) In addition, the members of the Supervisory Board shall receive an attendance fee of 1,000 euros for each attended Supervisory Board meeting and each attended meeting of a Supervisory Board committee except the Conference Committee. Attendance at a meeting shall include attendance via electronic media. If there are several meetings on the same day, the attendance fee shall be paid only once.”</p>
<p>b) dd)</p>	<p>Article 15(7)</p> <p>“(7) The provisions in paragraphs 1 and 2 shall apply for the first time to the remuneration payable for the financial year 2019. Paragraph 2 c) shall apply retrospectively from the start of the financial year 2018 with the following proviso for the financial year 2018: For his work on the Remuneration Committee, the Chairman of the Remuneration Committee shall receive 54,000 euros; the other members of the Remuneration Committee shall each receive 27,000 euros. Paragraph 2 c) sentence 2 shall apply accordingly for the financial year 2018.”</p>	<p>“(7) The provisions in paragraphs 1 and 2 shall apply for the first time to the remuneration payable for the financial year 2022.”</p>