

Annual General Meeting 2024

Synopsis of amendments to the Articles of Association as proposed under agenda item 8

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 8

	<i>Current Version</i>	<i>Proposed Version</i>
	<p>Article 15</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> <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 Praesidium and Sustainability Committee 31,500 euros; the other members of the Praesidium and Sustainability Committee 15,750 euros.</p> <p>No additional remuneration shall be paid for serving on the other Supervisory Board committees.</p>	<p>(1) Each member of the Supervisory Board shall receive an annual remuneration of 120,000 euros. The Chair of the Supervisory Board shall receive an annual remuneration of 300,000 euros, and the Deputy Chair an annual remuneration of 180,000 euros."</p> <p>(2) Supervisory Board members serving on committees shall receive the following additional remuneration:</p> <p>a) The Chair of the Audit Committee 165,600 euros; the other members of the Audit Committee 72,000 euros;</p> <p>b) The Chair of the Personnel Committee 96,000 euros; the other members of the Personnel Committee 48,000 euros;</p> <p>c) The Chair of the Remuneration Committee 96,000 euros; the other members of the Remuneration Committee 48,000 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 remuneration for the Personnel Committee;</p> <p>d) The Chair of the Praesidium and Sustainability Committee 48,000 euros; the other members of the Praesidium and Sustainability Committee 24,000 euros;</p> <p>e) The Chair of the Nomination Committee 24,000 euros; the other members of the Nomination Committee 12,000 euros.</p> <p>No additional remuneration shall be paid for serving on the Conference Committee.</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>	<p>(7) The provisions in paragraphs 1 and 2 shall apply for the first time to the remuneration payable for the financial year 2025.</p>