



**Synopsis of the intended amendment of the
Articles of Association¹**

Current version	<i>Intended version</i>
<p align="center">Resolution of the General Meeting as of 14 February 2020</p>	<p align="center"><i>Resolution proposal for the General Meeting on 19 February 2021</i></p>
<p>For Agenda Item 8: § 13 (Remuneration of the Supervisory Board) of the Articles of Association</p>	
<p align="center">§ 13 Remuneration of the Supervisory Board</p> <p>(1) The members of the Supervisory Board shall receive a fixed annual remuneration. This fixed remuneration shall amount to 80,000 euros for each member.</p> <p>(2) The Chairman of the Supervisory Board shall receive triple, his deputy and the chairmen of the committees shall each receive double and the other members of the committees shall each receive one and a half times the amount stipulated in para. (1). This shall not apply with regard to the chairmanship and the membership in the committee pursuant to § 27 para. 3 MitbestG. The remuneration for a membership or the chairmanship in a committee shall only be paid if at least two meetings or other adoptions of resolutions of this committee have taken place in the respective financial year. If a member of the</p>	<p align="center">§ 13 Remuneration of the Supervisory Board</p> <p><i>(1) The members of the Supervisory Board shall receive a fixed annual remuneration. This fixed remuneration shall amount to 80,000 euros for each member.</i></p> <p><i>(2) The Chairman of the Supervisory Board shall receive two and a half times, his Deputy and the chairmen of the committees shall each receive double and the other members of the committees shall each receive one and a half one and a half times the amount stipulated in para. (1).</i></p> <p><i>(3) The members of the Audit Committee shall receive a separate committee remuneration of 40,000 euros, the members of the Presidential Committee 30,000 euros, the members of the Nomination Committee 10,000 euros and</i></p>

¹ Intended changes are highlighted in **boldface**.

Supervisory Board holds several of the offices specified in sent. 1 at the same time, he shall receive only the remuneration for one office, in the case of different remunerations for the office with the highest remuneration.

the members of possible future committees 20,000 euros. The chairman of each of these committees shall receive twice the amount determined for such committee in sentence 1. No separate remuneration is paid for membership and chairmanship of the committee pursuant to § 27 para. 3 MitbestG. The remuneration for a membership or the chairmanship in a committee shall only be paid if at least two meetings or other adoptions of resolutions of this committee have taken place in the respective financial year. ~~If a member of the Supervisory Board holds several of the offices specified in sent. 1 at the same time, he shall receive only the remuneration for one office, in the case of different remunerations for the office with the highest remuneration.~~

(3) The remuneration shall be payable at the end of the respective financial year.

(4) *The remuneration shall be payable at the end of the respective financial year.*

(4) Supervisory Board members who served on the Supervisory Board only for part of the financial year, shall receive one twelfth of the remuneration for each month of service or any part of such month. This shall apply accordingly with regard to memberships in a committee, the chairmanship or the deputy chairmanship in the Supervisory Board or the chairmanship in a committee.

(5) **Members of the Supervisory Board** who served on the Supervisory Board only for part of the financial year, shall receive one twelfth of the remuneration for each month of service or any part of such month. This shall apply accordingly with regard to memberships in a committee, the chairmanship or the deputy chairmanship **of** the Supervisory Board or **in** the chairmanship in a committee.

(5) The company shall reimburse to the members of the Supervisory Board the expenses incurred from their holding of the office as well as a any VAT payable on the remuneration and the reimbursement of expenses.

(6) **The Company** shall reimburse to the members of the Supervisory Board the expenses incurred from their holding of the office as well as a any VAT payable on the remuneration and the reimbursement of expenses.

	<p>(7) <i>The provisions in paragraphs 1 to 6 shall apply for the first time to the financial year beginning on 1 October 2021.</i></p>
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