

Remuneration system and amount of remuneration for Supervisory Board members

1. Along with the reimbursement of expenses, each Supervisory Board member receives a fixed annual base remuneration of EUR 18,000.00 for every full financial year of membership on this board.
2. The chair of the Supervisory Board additionally receives a fixed annual supplement of 200% of the base remuneration, and the deputy chair receives a fixed annual supplement of 50% of the base remuneration.
3. For activities on the General Committee, members of the Supervisory Board receive an additional annual supplement of 25% of the annual base remuneration, 50% in the case of the committee chair.
4. For activities on the Audit Committee, members of the Supervisory Board receive an additional annual supplement of 25% of the annual base remuneration, 100% in the case of the committee chair.
5. Supervisory Board members who are not part of the Supervisory Board or a committee for the full duration of a financial year or who serve as the chair or deputy chair of the Supervisory Board or the chair of a committee for less than the full duration of a financial year shall receive corresponding pro rata remuneration for each commenced calendar month of their activities.
6. The company shall reimburse each Supervisory Board member for any applicable value-added tax incurred for their remuneration.
7. The provisions above shall apply for the first time for the entire 2021 financial year, and shall remain in effect in accordance with Section 113(3) AktG for the financial years up to and including 2025 or until they are redefined by the Annual General Meeting in accordance with Section 15(1) sentence 1 of the company's Articles of Association.

Berlin, May 2021