

Remuneration system for Supervisory Board members financial year 2026 onwards

The remuneration system aims to meet the increased demands on the members of the Supervisory Board in terms of time and content as well as the legal regulations and recommendations of the German Corporate Governance Code (GCGC) in the current version of 28 April 2022.

Fixed remuneration

Each Supervisory Board member receives the following fixed remuneration components for their work on the Supervisory Board:

1. An ordinary member receives TEUR 15.0 per annum, the deputy chairman TEUR 30.0 per year and the chairman TEUR 45.0 per annum.
2. For activities on the Executive Committee, members of the Supervisory Board receive an additional annual supplement of TEUR 7.5, EUR 15.0 thousand for serving as deputy chair and TEUR 22.5 in case of the committee chair.
3. For activities on the Audit Committee, members of the Supervisory Board receive an additional annual supplement of TEUR 7.5, EUR 15.0 thousand for serving as deputy chair and TEUR 22.5 in case of the committee chair.

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.

Meeting fee

Each Supervisory Board member receives (if present) a meeting fee of TEUR 2.5 for a regular meeting (for four regular meetings per year, a total of TEUR 10.0).

Reimbursement

Along with the reimbursement of expenses the company shall reimburse each Supervisory Board member for any applicable value-added tax incurred for their remuneration.

The provisions above shall apply for the first time for the entire 2026 financial year and shall remain in effect in accordance with Section 113 (3) AktG for the financial years up to and including 2029 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 2026