

## Resolution on the amendment to §13 of the Articles of Incorporation and the remuneration of the Supervisory Board

The system on which the Supervisory Board's remuneration is based will be adjusted to reflect the modified committee structure of the Supervisory Board, and §13 of the Articles of Incorporation will be amended (► **Annex 3**).

With effect from January 1, 2024, the Supervisory Board has established a new Strategy, ESG, and Innovation Committee, subsuming the former Technology and Innovations Committee. Furthermore, the Audit Committee and the Finance Committee have been merged to create an Audit and Finance Committee. Against this background, the additional remuneration for Audit Committee duties regulated in §13 (3) letter (a) of the Articles of Incorporation shall be amended; it shall now be granted for work on the new merged Audit and Finance Committee and its amount shall be adjusted to reflect the extended range of duties. Furthermore, adequate remuneration shall be granted for work on the newly created Strategy, ESG, and Innovation Committee, which will cover a wide range of duties. Otherwise, the components, structure, and amount of the Supervisory Board's remuneration shall remain unchanged.

The Board of Management and the Supervisory Board propose that the following resolution be adopted:

- a) §13 of the Articles of Incorporation shall be amended as follows:
- In paragraph (3) letter (a), the word "Audit Committee" shall in each case be replaced by the words "Audit and Finance Committee," the amount of 100,000.00 replaced by 120,000.00, and the amount of 40,000.00 replaced by 50,000.00.
  - The following new paragraph (3) letter (d) shall be inserted after paragraph (3) letter (c):  
"The Chairman of the Strategy, ESG, and Innovation Committee €70,000.00, all other members Strategy, ESG, and Innovation Committee members €30,000.00".
  - The former paragraph (3) letter (d) shall be renumbered paragraph (3) letter (e).
- b) The remuneration of the Supervisory Board for the full financial year 2024 shall be determined in accordance with the amended §13 of the Articles of Incorporation as set out above, provided the above amendment to the Articles of Incorporation is entered into the Commercial Register in the current financial year.
- d) Pursuant to §113 (3) AktG, a resolution shall be passed regarding the remuneration of Supervisory Board members as set out in Annex 3 of the invitation to the Shareholders' Meeting, including the amended §13 of the Articles of Incorporation reproduced therein, and the remuneration system for the Supervisory Board underlying the provisions in the Articles of Incorporation.