

Synopsis of the Articles of Association

Comparison of the currently valid version and the version taking into consideration resolutions on agenda items 6, 7 and 8 to be proposed to the Annual General Meeting on June 14, 2023: Amendment of Sec. 16 (4), Sec. 19 (2) and Sec. 15 (5) of the Articles of Association¹

Current version	Version proposed for resolution
<p style="text-align: center;">§ 15 COMPENSATION</p> <p>(1) Ordinary members of the Supervisory Board shall receive a fixed base compensation payable after the end of the fiscal year in the amount of EUR 25,000 (in words: twenty five thousand Euro).</p> <p>Instead of the base compensation pursuant to sentence 1, the chairman of the Supervisory Board shall receive a fixed compensation payable after the end of the fiscal year in the amount of EUR 150,000 (in words: one hundred fifty thousand), the deputy chairman of the Supervisory Board shall receive such compensation in the amount of EUR 50,000 (in words: fifty thousand Euro).</p> <p>Ordinary members of the audit committee, of the compensation committee and the strategy committee shall in addition to the base compensation pursuant to sentence 1 or 2, respectively, receive a fixed annual remuneration payable after the end of the fiscal year in the amount of EUR 20,000 (in words: twenty thousand Euro).</p> <p>Ordinary members of the nomination committee shall in addition to the base compensation</p>	<p style="text-align: center;">§ 15 COMPENSATION</p> <p>(1) unchanged</p>

¹ Any amendments to the Articles of Association resulting from further agenda items of the Annual General Meeting 2023 or from capital increases registered in the meantime have not been taken into account in the synopsis.

pursuant to sentence 1 or 2, respectively, receive a fixed annual compensation payable after the end of the fiscal year in the amount of EUR 10,000 (in words: ten thousand Euro).

In addition to the base compensation pursuant to sentence 1 or sentence 2, for each chairmanship the chairmen of the respective committees shall receive, a fixed annual remuneration payable after the end of the fiscal year in the amount of four times the remuneration of the respective ordinary committee member, the deputy chairmen of the respective committees in the amount of twice the compensation of the respective ordinary committee member; in these cases, an additional compensation as an ordinary member of the respective committee is not paid.

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| (2) Members of the Supervisory Board who hold their office in the Supervisory Board or in a committee of the Supervisory Board or who hold the office as chairman or deputy chairman of the Supervisory Board or of a committee of the Supervisory Board only during a part of the fiscal year shall receive a corresponding portion of the compensation. | (2) unchanged |
| (3) In addition to the compensation paid pursuant to the foregoing paragraphs, the Company shall reimburse the members of the Supervisory Board for their reasonable out-of-pocket expenses incurred in the performance of their duties as Supervisory Board members as well as the value added tax on their compensation and out-of-pocket expenses. | (3) unchanged |
| (4) The Supervisory Board members shall be included, where existing, in a D&O liability insurance for board members maintained by the | (4) unchanged |

Company in the Company's interests that will provide reasonable coverage against financial damages. The premiums for this insurance policy shall be paid by the Company.

- (5) The remuneration pursuant to paragraph 1 shall become due after the conclusion of the General Meeting to which the consolidated financial accounts for the year for which the remuneration is being paid are submitted or which decides on the approval thereof.

**3.
GENERAL MEETING**

**§ 16
PLACE AND CONVOCATION**

- (1) An annual General Meeting shall be held within the first six months of each fiscal year.
- (2) Subject to any existing legal rights of the Supervisory Board and a minority of the shareholders to convene, the General Meeting shall be convened by the Management Board. It shall be held, at the option of the body convening the General Meeting, either at the registered seat of the Company, at the place of a German stock exchange or in a German city with more than 100,000 inhabitants.
- (3) The General Meeting shall be convened at least 30 days prior to day of the General Meeting. The day of the General Meeting and the day of convention are not counted here. The convocation period shall be extended by the days of the registration period pursuant to § 17 (2).

- (5) All claims for compensation and expenses of the Supervisory Board members under this Section 15 for a given financial year shall be payable and due after the end of the respective financial year.

**3.
GENERAL MEETING**

**§ 16
PLACE AND CONVOCATION**

- (1) unchanged
- (2) unchanged
- (3) unchanged

- (4) The Management Board is authorized to provide for the General Meeting to be held without the physical presence of the shareholders or their proxies at the location of the General Meeting

§ 19
TRANSMISSION OF THE GENERAL MEETING

- (1) The Management Board is authorized to allow an audio-visual transmission of the General Meeting. The details are determined by the Management Board.
- (2) If the Chairman of the meeting accepts such participation, members of the Supervisory Board may exceptionally be allowed to participate in the shareholders' meeting by means of audio and video transmission, in which such members cannot attend due to other business commitments or would be required to make a time-consuming and costly trip to the venue of the shareholders' meeting.

(virtual General Meeting). The authorization shall apply to the holding of virtual General Meetings in a period of two years after this authorization becomes effective upon entry of this paragraph 4 in the commercial register of the Company.

§ 19
TRANSMISSION OF THE GENERAL MEETING

- (1) unchanged
- (2) Members of the Supervisory Board, with the exception of the Chairman of the General Meeting, are permitted to participate in the General Meeting by means of video and audio transmission in agreement with the Chairman of the Supervisory Board in cases where the Supervisory Board member concerned is prevented from physically attending the General Meeting, the Supervisory Board member is domiciled abroad, a physical presence at the General Meeting would not be possible or would only be possible with considerable effort due to legal restrictions, a stay abroad or a necessary stay at another location in Germany or due to an unreasonable duration of the journey, or if the General Meeting is held as a virtual General Meeting without the physical presence of the shareholders or their proxies at the location of the General Meeting.