

CODE OF PROCEDURE FOR THE SUPERVISORY BOARD REMUNERATION COMMITTEE

as per December 18, 2023

Convenience translation, original German version is legally binding.

Solely for reasons of language simplicity, only the masculine gender is used in these Code of Procedure, which form should be understood to always include all gender identities.

§ 1 General provisions

The Remuneration Committee manages its activities in accordance with the requirements of law, the Articles of Association, and this Code of Procedure. Furthermore, the Remuneration Committee complies with the respectively valid provisions of the German Corporate Governance Code to the extent that it has not declared any divergence to such.

§ 2 Composition, Chair and meetings

(1) The Remuneration Committee comprises three members who are elected by a majority of the Supervisory Board members. The Remuneration Committee elects a Committee Chair from among its members.

(2) The Remuneration Committee meets at least twice a year.

§ 3 Attendance of committee meetings by non-members

In specific cases, the Remuneration Committee may invite external experts to attend its meetings.

§ 4 Duties and responsibilities of the Remuneration Committee

(1) The duties of the Remuneration Committee particularly involve preparing those resolutions to be adopted by the Supervisory Board in respect of

- the remuneration system for the Board of Management, including the implementation of this system in contracts concluded with members of the Board of Management
- the specification of targets for variable remuneration and the review of target achievement
- the stipulation and review of the appropriateness of overall remuneration for individual members of the Board of Management
- the approval of the annual remuneration report.

(2) In addition, the Remuneration Committee prepares the regular review of the remuneration system for the Board of Management to be conducted by the Supervisory Board.

§ 5 Other provisions

Corresponding application is otherwise made of the Code of Procedure for the Supervisory Board in its respectively valid version, and in particular of the provisions governing the adoption of resolutions, confidentiality, conflicts of interest, and the keeping of minutes.