

**-Non-binding convenience translation of the original German language version-**

**Information pursuant to Sections 113 (3) and 87a (1) sentence 2 of the German Stock Corporation Act (AktG) on the description of the remuneration system for the members of the Supervisory Board in regard to Agenda Item 6 of the Annual General Meeting on June 18, 2020**

The members of the Supervisory Board are entitled to appropriate remuneration, which takes account of the requirements for the office of Supervisory Board member and the position of the Company. The remuneration proposed by the above amendment to Article 15 of the Articles of Association and the remuneration system take account of the more demanding requirements, both in terms of content and time, for the work of members of the Supervisory Board and the committees. In addition to the reimbursement of their expenses and any value added tax payable on the remuneration and the expenses, members of the Supervisory Board shall each receive a fixed annual remuneration. The Chairman of the Supervisory Board shall receive 2.5 times, the Deputy Chairman 1.5 times the remuneration of a regular Supervisory Board member. In addition, special compensation shall be paid to those who are members or chairmen of a committee that has met at least once in the financial year. At the same time, however, the additional remuneration for being a member and chairing a committee is limited to a maximum amount in total regardless of the number of committees involved. The remuneration will be paid annually in four equal partial amounts, which are due after the end of each calendar quarter.

The Supervisory Board makes a contribution to promoting business strategy and to the long-term development of the Company by monitoring the management and advising the Executive Board in the manner that is incumbent upon it. The appropriateness of the Supervisory Board remuneration ensures that the Company will continue to be in a position to attract qualified candidates to become members of the Company's Supervisory Board; through this the Supervisory Board remuneration also contributes to promoting business strategy and to the long-term development of the Company.

The amount of remuneration and the remuneration system for the Supervisory Board is reviewed by management on a regular basis. In particular, the time taken up by Supervisory Board members' work, their responsibility and the Supervisory Board remuneration granted by other comparable companies are a factor here. Because of the special nature of the Supervisory Board work for which the remuneration is granted, which differs fundamentally from employees' work for the Company and the Group, a vertical comparison with the employees' remuneration does not come into consideration.

If the Executive Board and Supervisory Board see a reason for amending the remuneration, they will submit a proposal for changes to the remuneration system or changes to the amount of remuneration and for Article 15 of the Articles of Association to be amended accordingly to the Annual General Meeting; regardless of any amendment, the remuneration of the Supervisory Board including the remuneration system for the Supervisory Board is presented to the Annual General Meeting for (if applicable, confirmatory) resolution every four years in accordance with Section 113 (3) AktG.

No conflicts of interest between individual members of the Executive Board or the Supervisory Board in relation to the remuneration system for the Supervisory Board have occurred in the past. Should such a conflict of interest occur when reviewing the remuneration, the Executive Board and Supervisory Board will treat this in the same way as other conflicts of interest with a member of one of the Boards. By disclosing possible conflicts of interest in good time, the Company ensures that decisions by the Executive Board and Supervisory Board are not influenced by improper considerations.