

[Extract from the articles of association]

[Non-Binding Convenience Translation only!]

## **§ 18**

### **Remuneration**

- (1) In addition to the reimbursement of the expenses incurred in performing their duties, each member of the Supervisory Board shall receive for each full financial year in which they are a member of the Supervisory Board a fixed annual remuneration of EUR 30,000.-.
- (2) For membership in a committee formed by the Supervisory Board, each member of the Supervisory Board receives additional fixed compensation in the amount of EUR 3,000.- for each full financial year that they belong to the committee.
- (3) The Chairman of the Supervisory Board receives twice and the Deputy Chairman one-and-a-half times the amount of the fixed remuneration in accordance with subsection 1; the chairman of a committee receives twice the fixed compensation in accordance with subsection 2.
- (4) Members of the Supervisory Board, whose membership was less than a full year, receive a twelfth of the total fixed remuneration per each month of their membership.
- (5) In addition to the reimbursement of expenses and the fixed remuneration pursuant to para 1 to 4 incurred turnover taxes will be reimbursed. As far as the Company has effected a D&O insurance (Vermögensschaden-Haftpflichtversicherung) for members of the Managing or Supervisory Board and the insurance also refers to the members of the Supervisory Board, the Company bears the insurance premium.
- (6) The remuneration is due and payable at the end of each business year.