

Description of the remuneration system for members of the Supervisory Board

The remuneration of the members of the Supervisory Board is set out in Article 14 of the articles of association as follows:

§ 14

Remuneration

- 14.1. The members of the Supervisory Board receive basic fixed annual remuneration of seventy five thousand euros (EUR 75,000.00). The Chair of the Supervisory Board receives double this amount, the Deputy Chair receives one and a half times this amount.
- 14.2. Members of the Audit Committee receive additional fixed annual remuneration of fifteen thousand euros (EUR 15,000) and members on other committees of the Supervisory Board receive additional fixed annual remuneration of seven thousand five hundred euros (EUR 7,500.00). The Chair of each committee receives double the relevant fixed remuneration.
- 14.3. All the remuneration specified above is payable after the end of the financial year. Supervisory Board members who have been members of the Supervisory Board or of a committee of the Supervisory Board only for part of the financial year receive the corresponding remuneration pro rata temporis for this financial year. The company reimburses to the members of the Supervisory Board the value added tax to be paid on their remuneration.
- 14.4. The company reimburses to the members of the Supervisory Board the reasonable expenses incurred in the performance of their official duties. The value added tax is reimbursed by the company if the members of the Supervisory Board are entitled to invoice the value added tax separately to the company and exercise this right.
- 14.5. The company provides the members of the Supervisory Board with insurance protection, in particular in the form of liability insurance (D&O insurance), to cover the statutory liability arising from the Supervisory Board work.

The current remuneration of the Supervisory Board members was approved by the 2021 annual general meeting with a majority of more than 99% of the votes. In the opinion of the Management Board and the Supervisory Board, it is still appropriate and therefore does not need to be adjusted at present.

The remuneration system for the members of Supervisory Board takes into account the requirements of the German Stock Corporation Act and the recommendations of the German Corporate Governance Code. The remuneration of the members of the Supervisory Board is appropriate to their activities and the situation of the Company.

The remuneration of the Supervisory Board consists solely of fixed remuneration. The members of the Supervisory Board are not paid performance-based remuneration. Fixed remuneration for members of the Supervisory Board in line with market standards enhances the independence of the Supervisory Board from the economic performance of the Company and thus promotes the independent exercise of the monitoring and advisory function of the Supervisory Board. The remuneration system thereby contributes to the long-term development of the Company. Granting appropriate remuneration also ensures that an appointment as a member of the Supervisory Board of the Company remains attractive for capable and qualified new members. The remuneration takes into account the different time

requirements and workloads on the various committees of the Supervisory Board and the duties of the Chairman of the Supervisory Board or of a committee. The remuneration of the members of the Supervisory Board is payable after the end of the financial year.

The remuneration system and the amount of remuneration are regularly reviewed by the Company when there are reasonable grounds to do so, or at least every four years. In doing so, the Company considers, for instance, the requirements of the work of the Supervisory Board, the time taken for the members of the Supervisory Board to perform their duties and the amount and development of supervisory board remuneration at peer group companies. By contrast, the remuneration of the Supervisory Board and the remuneration of the employees of the Instone Group are not compared on account of the fundamentally different activities and functions of the two groups. If members of the Supervisory Board are subject to (potential) conflicts of interest when reviewing or adjusting the remuneration system, the regulations of the Rules of Procedure of the Supervisory Board apply, which stipulate disclosure obligations for (potential) conflicts of interest in particular and can prohibit participation or voting.

Also in future, the Annual General Meeting will adopt a resolution on the remuneration system of the Supervisory Board for any material change in the remuneration system, or at least every four years. If the Annual General Meeting has not approved the remuneration system, a revised remuneration system must be submitted for a resolution by no later than the next Annual General Meeting.