

- 14.3 If the chairperson of the Supervisory Board belongs to a committee and if there is a tie in the committee voting, the chairperson's vote – but not the deputy chairperson's vote – shall be the casting vote.
- 14.4 Section 13.8 shall apply mutatis mutandis.
- 14.5 The Supervisory Board shall adopt its own rules of procedure.

## **§ 15 REMUNERATION**

- 15.1 Each Supervisory Board member shall be entitled to a fixed annual remuneration in the amount of EUR 25,000.00, which shall be payable upon the end of the Annual General Meeting for the financial year in question.
- 15.2 The fixed remuneration according to Section 15.1 shall be increased by an additional fixed annual amount of (i) EUR 25,000.00 for the chairperson of the Supervisory Board, (ii) EUR 12,500.00 for the deputy chairperson of the Supervisory Board, (iii) EUR 10,000.00 for each chairperson of a committee of the Supervisory Board and (iv) EUR 5,000.00 for each member of a committee of the Supervisory Board. Relevant committees according to this Section 15.2 are the personnel committee, the audit committee and the sustainability committee.
- 15.3 A Supervisory Board member who serves for part of a financial year shall only receive the relevant proportion of his remuneration calculated on a full month basis of service during that year.
- 15.4 A Supervisory Board member shall be reimbursed for any reasonable out-of-pocket expenses incurred in connection with his duties as a Supervisory Board member (including any taxes levied thereon).
- 15.5 The Company may take out a D&O insurance for the benefit of the Supervisory Board members.

## **§ 16 TRANSACTIONS REQUIRING APPROVAL OF THE SUPERVISORY BOARD**

- 16.1 The Management Board shall execute the following measures and actions only with the prior approval of the Supervisory Board: