

8. Resolution on the approval of the remuneration system for members of the Executive Board

At the recommendation of its Nomination Committee, the Supervisory Board resolved with effect as of 1 January 2020 an adjusted remuneration system for members of the Executive Board. This system shall apply to all new and renewed Executive Board service agreements and is to be presented to the Annual General Meeting for approval in accordance with section 120a (1) of the AktG.

The adjusted remuneration system for members of the Executive Board is largely the same as the previous remuneration system which the Annual General Meeting approved in 2016. However, a few targeted changes to the previous remuneration system were made. These are aimed at further strengthening the growth orientation of the new remuneration system and implementing the requirements of the Act on the Transposition of the Second Shareholder Rights Directive (*Gesetz zur Umsetzung der zweiten Aktionärsrechterichtlinie – ARUG II*) and the GCGC 2020.

The adjusted remuneration system is included in this invitation in the section "Information on agenda item 8: Remuneration system for the members of the Executive Board".

The Supervisory Board proposes that the adjusted remuneration system for members of the Executive Board as published in the invitation to the Annual General Meeting on 19 May 2020 be approved.