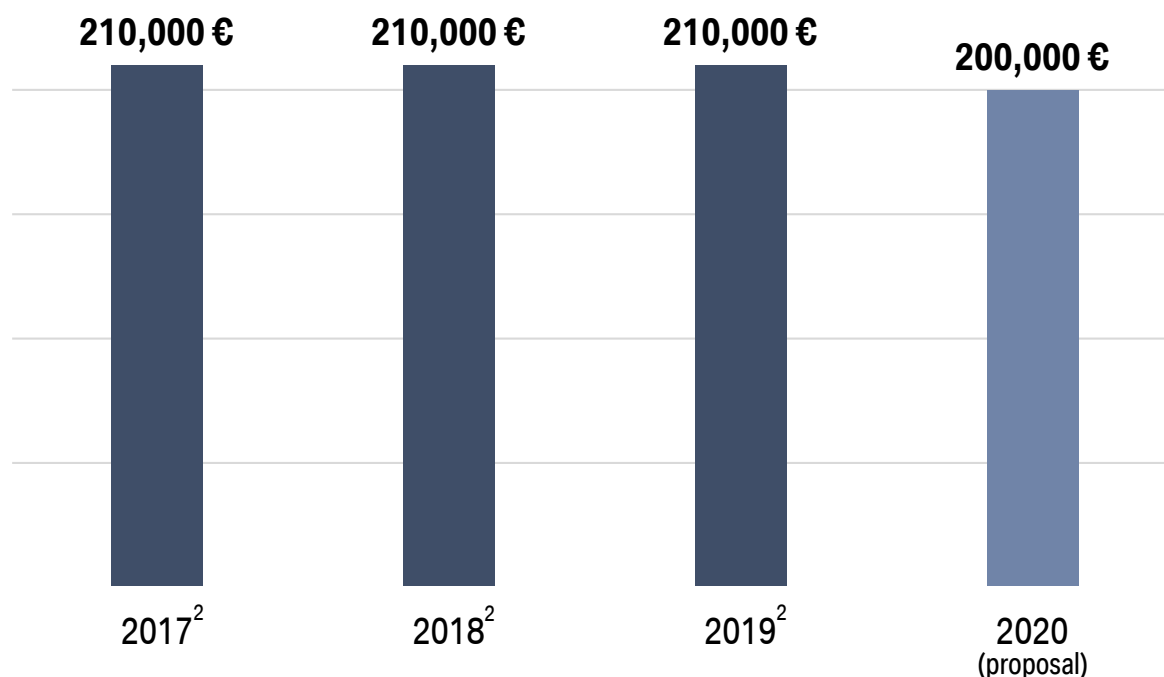


Information on Agenda Item 7:

**Resolution regarding the amendment to
§ 15 of the Articles of Incorporation.
Remuneration of the Supervisory Board.**

Remuneration for a member without additional function (without attendance fee¹) / EUR



¹ Attendance fee amounting to 2,000 EUR / meeting.

² Fixed remuneration amounting to 70,000 EUR; variable remuneration amounting to 140,000 EUR (maximum amount).

Proposed maximum remuneration for special functions

	Maximum remuneration / EUR ¹	
	FY 2019	FY 2020 (proposal)
Chairman of the Supervisory Board	630,000	600,000
Deputy Chairman of the Supervisory Board	420,000	400,000
Chairman of a Supervisory Board committee ²	420,000	400,000
Chairman of the Audit Committee ²	420,000	450,000
Member of a Supervisory Board committee ²	315,000	300,000
Member of the Audit Committee ²	315,000	400,000

¹ Without Attendance fee amounting to 2,000 EUR / meeting.

² Meetings on at least three days.

§ 15 Articles of Incorporation: Current version	§ 15 Articles of Incorporation: Proposed revision
<p>§ 15 Remuneration of the Supervisory Board</p> <p>1. Each member of the Supervisory Board shall receive the following for each financial year (remuneration year)</p> <p>a) a fixed amount of EUR 70,000 payable at the end of the financial year and</p> <p>b) a performance-based remuneration of EUR 170 for each full EUR 0.01, by which the average of the (undiluted) earnings per share (EPS) reported in the Group Financial Statements for the remuneration year and the two preceding financial years exceeds a minimum amount of EUR 2.00, capped however at a maximum of twice the fixed annual remuneration pursuant to a). The performance-based remuneration shall be payable at the end of the Annual General Meeting at which the Group Financial Statements for the remuneration year are presented or at which the resolution concerning their approval is taken.</p>	<p>§ 15 Remuneration of the Supervisory Board</p> <p>1. Each member of the Supervisory Board shall receive a fixed remuneration of EUR 200,000 for the financial year (remuneration year), payable after the end of the financial year.</p>
<p>2. The Chairman of the Supervisory Board shall receive three times the amount resulting from subarticle 1. Each Deputy Chairman of the Supervisory Board shall receive twice the amount resulting from subarticle 1. Provided the relevant committee convened for meetings on at least 3 days during the financial year, the chairmen of the Supervisory Board's committees shall receive twice the amount resulting from subarticle 1 and the members of those committees shall receive one and a half times the amount resulting from subarticle 1. If a member of the Supervisory Board exercises more than one function that is subject to remuneration pursuant to sentence 1 or 2, the remuneration shall be measured only on the basis of the function which is remunerated with the highest amount.</p>	<p>2. The Chairman of the Supervisory Board shall receive three times the amount resulting from subarticle 1. Each Deputy Chairman of the Supervisory Board shall receive twice the amount resulting from subarticle 1. Provided the relevant committee convened for meetings on at least three days during the financial year, each chairman of the Supervisory Board's committees shall receive twice the amount resulting from subarticle 1, the Chairman of the Audit Committee two and a quarter times, and the members of those committees shall receive one and a half times the amount resulting from subarticle 1, and each member of the Audit Committee shall receive twice the amount resulting from subarticle 1. If a member of the Supervisory Board exercises more than one function that is subject to remuneration pursuant to sentence 1 or 2, the remuneration shall be measured only on the basis of the function which is remunerated with the highest amount.</p>

<p>3. In the event that a member of the Supervisory Board has only belonged to the Supervisory Board for a part of the financial year or has exercised more than one function that is subject to remuneration pursuant to sub-section 2 sentence 1 or 2, the amount of remuneration payable to that member pursuant to subsections 1 and 2 shall be reduced on a time-apportioned basis.</p>	<p>3. In the event that a member of the Supervisory Board has only belonged to the Supervisory Board for a part of the financial year or has exercised more than one function that is subject to remuneration pursuant to sub-section 2 sentence 1 or 2, the amount of remuneration payable to that member pursuant to subsections 1 and 2 shall be reduced on a time-apportioned basis.</p>
<p>4. In addition, each member of the Supervisory Board shall receive an attendance fee of EUR 2,000 for each full meeting of the Supervisory Board which the member has attended. These fees are payable at the end of the financial year. Attendance at more than one meeting on the same day shall not be remunerated separately.</p>	<p>4. In addition, each member of the Supervisory Board shall receive an attendance fee of EUR 2,000 for each full meeting of the Supervisory Board which the member has attended. These fees are payable at the end of the financial year. Attendance at more than one meeting on the same day shall not be remunerated separately.</p>
<p>5. The Corporation shall reimburse each member of the Supervisory Board for reasonable expenses as well as the value added tax attributable to any remuneration. The Corporation can include the members of the Supervisory Board in the insurance coverage provided by an insurance against economic loss and errors and omissions maintained at the Corporation's cost.</p>	<p>5. The Corporation shall reimburse each member of the Supervisory Board for reasonable expenses. The Corporation can include the members of the Supervisory Board in the insurance coverage provided by an insurance against economic loss and errors and omissions maintained at the Corporation's cost.</p>
<p>6. This regulation shall apply for the first time for the financial year commencing on 1 January 2013 (remuneration year).</p>	<p>6. This regulation shall apply for the first time for the financial year commencing on 1 January 2020 (remuneration year)</p>

red: current version, proposed for deletion
green: proposed revision