
Item 8

Resolution concerning the adjustment of the regulations on the compensation of the Supervisory Board and corresponding amendment of Section 14 (1) of the Company's bylaws

The compensation of the Supervisory Board is set out in Section 14 of the bylaws. The amount and structure of compensation has remained unchanged since the IPO in 2016. By way of an amendment to the bylaws in accordance with the resolution of the Annual General Meeting on 10 March 2021 in relation to agenda item 9, only a clarifying provision was added to Section 14 of the bylaws regarding attendance fees for participation in video or telephone conferences of the Supervisory Board.

The level of compensation set out in Section 14 of the bylaws stands far below the compensation received by supervisory board members at comparable public stock corporations in the market environment. It lies in the well-understood interest of both the Company and its shareholders that Supervisory Board members should receive compensation commensurate with the steadily increasing duties and responsibilities of the supervisory board of a listed company. At the same time, the Company relies on staffing its Supervisory Board with excellently qualified members who are experienced in the capital market environment. This applies to the complex areas of accounting and auditing as well as to expertise in an innovative research environment and in challenging markets.

Adjusting the compensation to a level in line with the market will enable the Annual General Meeting and thereby the shareholders to continue to fill the Supervisory Board with qualified members in the future, and to remunerate the members already elected appropriately for their commitment. Accordingly, the fixed compensation of Supervisory Board members is to be increased to € 30,000.00, compensation for serving on a committee is to be introduced in the amount of € 5,000.00, and compensation for attendance at meetings is to be increased to € 2,000.00.

Other compensation components and the structure of compensation are otherwise to remain unchanged.

The Management and Supervisory boards propose passing the following resolution:
Section 14 (1) of the bylaws shall be amended as follows:

“The members of the Supervisory Board shall receive annual compensation of € 30,000.00, with the Chair of the Supervisory Board receiving double this amount and the Deputy Chair of the Supervisory Board receiving one and a half times this amount. In addition, the chairs of Supervisory Board committees shall receive annual compensation of € 15,000.00 and all members of a committee shall receive € 5,000.00. All Supervisory Board members shall receive a meeting fee of € 2,000 for each face-to-face meeting of the Supervisory Board and its committees they attend. The members of the Supervisory Board shall receive an attendance fee of € 1,000.00 for participating in a meeting of the Supervisory Board or its committees conducted as a video conference, and an attendance fee of € 500.00 for participating in a conference call of the Supervisory Board or its committees. The compensation shall be payable after the end of the Company's Annual General Meeting that receives or approves the annual financial accounts for the fiscal year then ended.”