

5. Approval of the compensation system for the members of the Board of Management Pursuant to Section 120a, Paragraph 1 of the AktG, the stockholders' meeting of a listed company must resolve on the approval of the compensation system for the members of the Board of Management as presented by the Supervisory Board whenever there is a material change to this system, and at least every four years. The Company's Annual Stockholders' Meeting last passed such a resolution on April 28, 2020. Thus, a new resolution is required at the Annual Stockholders' Meeting on April 26, 2024. The Supervisory Board has reviewed and updated the compensation system for the members of the Board of Management. The proposed changes serve to significantly simplify the system and predominantly derive from investor feedback. The structure of the current compensation system has proved itself to be fundamentally sound and shall be retained.

Based on the recommendation of its Human Resources and Compensation Committee, the Supervisory Board proposes that the compensation system for the members of the Board of Management, as resolved upon by the Supervisory Board and taking effect from January 1, 2024, be approved.

The compensation system for the members of the Board of Management, as resolved upon by the Supervisory Board and taking effect from January 1, 2024 is described after this Agenda as an annex to Agenda Item 5.