

The German version of this information shall be binding. This English translation is for information purposes only.

Information under agenda item 6 of the 24th Annual General Meeting of the Company taking place on July 6, 2016

Resolution on the amendment of the Articles of Association in Article 15 para. 2
(Remuneration of the Supervisory Board)

Current Version	Proposed changes Amendments are highlighted
<p style="text-align: center;">Article 15 Supervisory Board – Remuneration</p> <p>(1) When attending meetings of the Supervisory Board or of a committee, the members of the Supervisory Board shall receive an attendance allowance in the amount of EUR 500,- and shall be reimbursed for their cash expenditures including reasonable travelling expenses.</p> <p>(2) As reimbursement for their work, the elected members of the Supervisory Board shall receive per financial year a total of one-tenth of one percent of the net income in accordance with the approved Group's Consolidated Financial Statement. This amount is to be divided between the Chairman, the Deputy Chairman/Chairmen, and all other members of the Supervisory Board as follows: 100% for the Chairman, 75% for the Deputy Chairman/Chairmen, and 50% for the other members of the Supervisory Board, whereby the Chairman is entitled to a minimum compensation of EUR 20,000,-, the Deputy Chairman/Chairmen a minimum compensation of EUR 15,000,-, and all other members of the Supervisory Board a minimum compensation of EUR 10,000,-. The compensation is, however, limited to four times the stipulated amounts. If the term of office of a Supervisory Board member should commence or end during the financial year, then a prorated remuneration shall be paid. The compensation regulation shall become effective retroactively beginning with the 2005/2006 financial year.</p>	<p style="text-align: center;">Article 15 Supervisory Board – Remuneration</p> <p>(1) When attending meetings of the Supervisory Board or of a committee, the members of the Supervisory Board shall receive an attendance allowance in the amount of EUR 500,- and shall be reimbursed for their cash expenditures including reasonable travelling expenses.</p> <p>(2) As reimbursement for their work, the elected members of the Supervisory Board shall receive per financial year a total of one-tenth of one percent of the net income in accordance with the approved Group's Consolidated Financial Statement. This amount is to be divided between the Chairman, the Deputy Chairman/Chairmen, and all other members of the Supervisory Board as follows: 100% for the Chairman, 75% for the Deputy Chairman/Chairmen, and 50% for the other members of the Supervisory Board, whereby the Chairman is entitled to a minimum compensation of EUR 27,000,-, the Deputy Chairman/Chairmen a minimum compensation of EUR 20,000,-, and all other members of the Supervisory Board a minimum compensation of EUR 13,000,-. The compensation is, however, limited to four times the stipulated amounts. If the term of office of a Supervisory Board member should commence or end during the financial year, then a prorated remuneration shall be paid. This compensation regulation for the first time shall apply for the financial year 2015/2016 and thereafter for all financial years, unless the General Meeting resolves a different compensation regulation.</p>