

## **ANNEX 1 to Convening Notice (Annual General Meeting 2017)**

### Supervisory Board Remuneration

<i>Ordinary supervisory board member</i>	<i>EUR 50.000</i>
<i>Chairman of supervisory board</i>	<i>2 times remuneration of ordinary member</i>
<i>Deputy Chairman of supervisory board</i>	<i>1.5 times remuneration of ordinary member</i>

### Audit Committee Remuneration

<i>Ordinary audit committee member</i>	<i>EUR 15.000</i>
<i>Chairman of audit committee</i>	<i>EUR 30.000</i>

### Remuneration Committee Remuneration

<i>Ordinary remuneration committee member</i>	<i>EUR 10.000</i>
<i>Chairman of remuneration committee</i>	<i>EUR 20.000</i>

### Meeting Fee

*EUR 1.500 for each meeting incl. participation by phone and conference calls; max., however, one meeting fee per day.*

### Reimbursement of expenses

*The Company reimburses the members of the supervisory board their expenses related to the supervisory board mandate.*

### D&O insurance

*The Company shall provide D&O insurance coverage for the members of the supervisory board with a deductible of 10 %, maximum 1.5 times of the yearly remuneration for the respective member of the supervisory board.*

### Validity

*All remuneration amounts above apply for every full financial year, beginning with the financial year commencing on October 1, 2016.*