

Remuneration system for the Supervisory Board pursuant to §§ 113 para. 3 sentence 1, 87a para. 1 sentence 2 German Stock Corporation Act (AktG)

The remuneration of the Supervisory Board is regulated in § 12 of the Articles of Association of the Company together with a concretising resolution of the Annual General Meeting.

The remuneration system takes into account the responsibility and scope of activities of the members of the Supervisory Board. The Supervisory Board contributes to the promotion of the business strategy and the long-term development of the company by managing the company, determining the principles of management and monitoring the management of the Executive Board.

The members of the Supervisory Board each receive a fixed annual remuneration in addition to the reimbursement of their cash expenses and the respective value added tax payable on the remuneration and expenses. There is no variable remuneration component. In the opinion of Enapter AG, a purely fixed remuneration is better suited to strengthen the independence of the supervisory board members and to adequately compensate their efforts.

Due to the special nature of supervisory board remuneration, which is granted for activities that are fundamentally different from the activities of the employees of the company and the group, a so-called vertical comparison with employee remuneration cannot be considered.

The amount of remuneration is determined by the general meeting.

For Supervisory Board members who belong to the Supervisory Board for only part of the respective financial year, the remuneration shall be granted pro rata temporis.

The remuneration is due after the end of the Annual General Meeting that receives the annual financial statements for the respective financial year or decides on their approval.

In the future, the general meeting must pass a resolution on the remuneration of the members of the supervisory board at least every four years, whereby a confirmatory resolution is permissible. For the purpose of this submission to the general meeting, the remuneration system will be reviewed in a timely manner.

The new regulation on the remuneration of the members of the Supervisory Board shall be applicable for the first time for the financial year in which the proposed amendment to the Articles of Association becomes effective.

The Annual General Meeting of 6 May 2021 adopted the following resolution to concretise the above remuneration system:

"The members of the Supervisory Board shall receive a fixed basic remuneration of EUR 12,000.00 for the past financial year 2020 and from the financial year 2021 onwards. The Chairman shall receive double the basic remuneration. The Deputy Chairman receives one and a half times the basic remuneration. In addition, the Company shall bear the costs of a D&O insurance policy for the members of the Supervisory Board to an appropriate extent with a maximum amount of coverage per Supervisory Board of EUR 10,000,000.00. Otherwise, the provisions of Article 12 of the Articles of Association shall apply."