

Remuneration system for the Supervisory Board in accordance with Sections 113 para. 3 sentence 1, 87a para. 1 sentence 2 AktG

The remuneration of the Supervisory Board is regulated in Section 12 of the company's Articles of Association together with a resolution by the Annual General Meeting that specifies the remuneration system. The remuneration system takes into account the responsibility and scope of activities of the Supervisory Board members. 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 Management Board.

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

Due to the special nature of Supervisory Board remuneration, which is granted for activities that differ fundamentally from the activities of employees of the company and the Group, a so-called vertical comparison with employee remuneration is out of the question. The amount of remuneration is determined by the Annual General Meeting.

For Supervisory Board members who only belong to the Supervisory Board for part of the respective financial year, the remuneration is granted pro rata temporis. The remuneration is due at the end of the Annual General Meeting that receives the annual financial statements for the respective financial year or decides on their approval. The Annual General Meeting must pass a resolution on the remuneration of Supervisory Board members at least every four years, whereby a confirmatory resolution is permissible. For the purpose of this submission to the Annual General Meeting, the remuneration system is subject to a timely review. The new regulation on the remuneration of Supervisory Board members 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 on May 6, 2021 passed the following resolution to specify the above remuneration system:

"The members of the Supervisory Board shall receive a fixed basic remuneration of EUR 12,000.00 for the 2020 financial year and from the 2021 financial year. The Chairman shall receive double the basic remuneration. The Deputy Chairman receives one and a half times the basic remuneration. In addition, the company bears the costs of D&O insurance for the members of the Supervisory Board to an appropriate extent with a maximum sum insured per Supervisory Board member of EUR 10,000,000.00. In all other respects, the provisions in Article 12 of the Articles of Association apply."

The following confirmation of the resolution to specify the above remuneration system is to be proposed for resolution at the Annual General Meeting on July 3, 2025:

"The members of the Supervisory Board receive a fixed basic remuneration of EUR 12,000.00. The Chairman receives twice the basic remuneration. The Deputy Chairman receives one and a half times the basic remuneration. In addition, the company bears the costs of D&O insurance for the members of the Supervisory Board to an appropriate extent with a maximum sum insured per Supervisory Board member of EUR 10,000,000.00. In all other respects, the provisions of Article 12 of the Articles of Association apply."