

Remuneration system for the members of the Supervisory Board of Mutares SE & Co. KGaA

I. Determination of remuneration by the Annual General Meeting

Article 13 (2) of the Company's Articles of Association provides that the Annual General Meeting shall resolve on the amount of remuneration. The current remuneration of the members of the Supervisory Board of the Company was determined by resolution of the Annual General Meeting of the Company on May 23, 2019. In order to take the increased statutory requirements for Supervisory Board and committee members associated with the up listing to the regulated market and the corresponding increase in workload into account, the Annual General Meeting of the Company on May 17, 2022, will resolve on an adjusted remuneration of the members of the Supervisory Board with effect from January 1, 2022, that will be based on the following remuneration system.

II. Contribution of remuneration to the promotion of the business strategy and long-term development

The system for the remuneration of the members of the Supervisory Board of the Company is based on the statutory requirements and takes the recommendations and suggestions of the German Corporate Governance Code (GCGC) into account.

The remuneration of the members of the Supervisory Board of the Company shall be balanced overall and be commensurate with their responsibilities and tasks as well as with the situation of the Company. The respective amount of the fixed annual remuneration takes the specific function and responsibility of the members of the Supervisory Board of the Company into account. At the same time, the remuneration should make the assumption of a mandate as a member or Chairman of the Supervisory Board or a committee appear sufficiently attractive in order to be able to attract and retain appropriately qualified candidates for the Supervisory Board. This is a prerequisite for the best possible supervision and advice of the Management Board, which in turn makes a major contribution to a successful business strategy and the long-term success of the Company.

In accordance with suggestion G.18 GCGC, the current remuneration regulations do not provide for performance-related remuneration, but rather purely fixed remuneration for the members of the Company's Supervisory Board. This is the best way for the Company's Supervisory Board to provide independent advice and oversight to the Management Board. The extent of the workload and liability risk of the members of the Supervisory Board of the Company does not generally develop in parallel with the business success of the Company or the earnings situation of the Company. On the contrary, it is often precisely in difficult times, when variable

remuneration may decline, that the members of the Company's Supervisory Board are required to perform their advisory and supervisory functions particularly intensively. No variable remuneration components or financial or non-financial performance criteria are provided for.

III. Remuneration components

The remuneration of the members of the Supervisory Board consists of fixed basic remuneration of EUR 20,000.00. In addition, the Company reimburses the members of the Supervisory Board for necessary expenses incurred in the performance of their duties, including any value-added tax. Furthermore, the members of the Supervisory Board are included in a pecuniary loss liability insurance policy for members of executive bodies maintained by the Company at an appropriate level in the interests of the Company, insofar as such a policy exists. Appropriate account is taken of the higher time expenditure of the Chairman and Deputy Chairman of the Supervisory Board and of the Chairman and members of committees, so that recommendation G.17 GCGC is also complied with. The Chairman of the Supervisory Board receives fixed basic remuneration of EUR 45,000.00 and the Deputy Chairman fixed basic remuneration of EUR 30,000.00 for the respective financial year of the Company.

For their work on the Audit Committee of the Supervisory Board, the Chairman of the Audit Committee receives EUR 15,000.00 and each other member of the Audit Committee EUR 5,000.00 for the respective financial year of the Company. Simple membership of other committees is remunerated at an additional EUR 5,000.00 per year; committee chairmen additionally receive twice this amount for each chairmanship.

The remuneration is payable after the end of the respective financial year. Members of the Supervisory Board who are members of the Supervisory Board or a committee of the Supervisory Board for only part of a full financial year, or who hold the office of Chairman or Deputy Chairman, shall receive corresponding pro rata remuneration.

IV. Determination, implementation and review of the remuneration system

Unless specified otherwise, the members of the Supervisory Board of the Company are appointed at the time of election until the end of the Annual General Meeting which resolves on the ratification of the acts of the Supervisory Board for the fourth financial year after the beginning of the term of office. The financial year in which the term of office begins is not included in this calculation. Subject to the relevant statutory provisions, members of the Supervisory Board may be dismissed and may resign from office without cause by giving one month's notice in writing to the Chair of the Shareholders' Committee – or, in the event of resignation by the Chair, to his deputy. The Chairman of the Shareholders' Committee or, in the event of resignation

by the Chairman, his deputy, may shorten the period of notice or waive compliance with the period of notice. There is no further remuneration in the event of resignation or any provision regarding remuneration after the term of office.

The Supervisory Board remuneration is reviewed regularly, but at least every four years, by the General Partner Mutares Management SE as well as by the Supervisory Board and the Shareholders' Committee of the Company. For this purpose, a horizontal market comparison with supervisory board remuneration in other companies can be made. The Supervisory Board of the Company may be assisted in this by an independent external remuneration expert. In the event of significant changes, but no later than every four years, the remuneration system and the remuneration of the members of the Supervisory Board shall be submitted to the Annual General Meeting for resolution. The Annual General Meeting may confirm the respective current system of Supervisory Board remuneration or pass a resolution to amend it. Corresponding resolution proposals to the Annual General Meeting are submitted by the General Partner, the Shareholders' Committee and the Supervisory Board of the Company in accordance with the legally regulated division of responsibilities, so that there is mutual control between the executive bodies. The rules for dealing with conflicts of interest set out in the rules of procedure for the Management Board and the Supervisory Board of the Company are observed in the procedures for setting up, implementing and reviewing the remuneration system. The decision on the ultimate structure of the remuneration system is assigned to the Annual General Meeting. Thus, a system of checks and balances is already anchored in the statutory regulations.