

Selected information on TOP 6: Remuneration report for the Financial Year 2021

June 2022

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Position	Name	Since 2021	Fixed Remuneration	Variable STI ³			Variable LTI ⁴	
			Fixed Remuneration	Potential STI ³ bonus 100%	STI ³ bonus (a-d) granted	ESG bonus 100%	Total bonus	Stock options issued
CEO	M. Gärtner	July 1	280,000	160,000	128,000	10,000	138,000	40,000
COO ¹	M. Miehler	August 1	260,000	116,667	93,333	8,333	101,667	40,000
CINO ²	C. Prußeit	August 1	224,842	116,667	93,333	8,333	101,667	40,000
CFO	F. Neukirch	October 1	60,000	60,000	48,000	5,000	53,000	40,000
			824,842	453,333	362,667	31,667	394,333	160,000

Performance-related variable remuneration

1. Annual Short-Term-Incentive (STI) (100%) thereof...

a) M&A transaction 40%

b) Revenue growth 20%

c) EBITDA growth 20%

d) EBITDA margin 20%

2. ESG bonus

3. Long-Term-Incentive (LTI): stock options