

Concerning agenda item 8: Overview of the major changes to the remuneration system from 2018 onwards

The remuneration system for members of the Management Board approved by the 2017 Annual General Meeting was essentially adjusted as follows, following the recommendations of the German Corporate Governance Code as amended on 07 February 2017:

- Contracts of the Management Board are regularly subject to a comparison not only to benchmark but also to best practices regarding Corporate Governance before closing or renewing them.
- The new contracts of the Management Board contain a recovery clause (so-called "claw-back" clause) and provide for a reduction in the performance-related remuneration (Bonus and Share Performance Awards) in the event of a possible extraordinary termination, applying to the year in which the termination was made.
- In addition to the monetary cap for the total compensation and for the Share Performance Awards, which have been issued since the 2017 Annual General Meeting, a monetary cap has been set for the Management Board's target bonuses.
- Transparency in the Remuneration Report has been significantly increased, particularly in terms of objective and achievement of the variable compensation targets.

Hamburg, May 2019

Evotec SE

Management Board