

Share Performance Plan 2022

Parameter	Share Performance Plan
Plan Type	Performance Share Plan with four-year waiting period
Beneficiaries	Members of the Management Board of the Company, members of the executive bodies of affiliated companies, in Germany and abroad, and selected executives of the Company and affiliated companies in Germany and abroad
Key Performance Indicators	Focus on 2 external key performance indicators and one ESG modifier: • 50% Revenue • 50% Target Total Shareholder Return (TSR) compared to the TecDAX • ESG Modifier between 0.9 and 1
Performance Period	Four years (with cumulative determination of the achievement of the objectives for 25% of the Share Performance Awards)
Exercise Price	1 Euro per share
Exercise Date	Automatic exercise following the exercising period of 1 year
Settlement	In shares
Cap	Cap on number of shares: 200% Additional Cap in Euro: 350% of the issue value at which the respective tranche was granted (only Management Board)
Required Volume	Maximum of 6,000,000 shares for all beneficiaries