

**Synoptic overview of the amendments to the Statute proposed for item 8 of the agenda of the Annual General Meeting 2025
(Remuneration of the Supervisory Board):**

| Excerpt from the current version of the Statute, as at: June 2024 | Excerpt from the version of the Statute reflecting the amendments to the Statute proposed for resolution at the Annual General Meeting to be held on June 3, 2025 (amendments highlighted in green) | Excerpt from the version of the Statute reflecting the amendments to the Statute proposed for resolution at the Annual General Meeting to be held on June 3, 2025 |
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| § 20 Remuneration of the Supervisory Board | § 20 Remuneration of the Supervisory Board | § 20 Remuneration of the Supervisory Board |
| <p>(1) The members of the Supervisory Board shall receive fixed annual remuneration of EUR 45,000.00. The Chairman of the Supervisory Board shall receive 2.0 times and the Deputy Chairman 1.5 times the remuneration granted in accordance with sentence 1. In addition, each member of the Audit Committee receives an annual fixed remuneration of EUR 15,000.00, each member of the Personnel Committee receives an annual fixed remuneration of EUR 10,000.00 and each member of other committees formed by the Supervisory Board receives an annual fixed remuneration of EUR 10,000.00 per committee. The chairmen of the committees each receive 2.0 times the aforementioned amounts. If a Supervisory Board member is a member of two committees at the same time, only the</p> | <p>(1) The members of the Supervisory Board shall receive an annual fixed remuneration of EUR 45,000.00. The Chairman of the Supervisory Board shall receive 2.0 2.4 times and the Deputy Chairman 1.5 times the remuneration granted in accordance with sentence 1. In addition, each member of the Audit Committee receives an annual fixed remuneration of EUR 15,000.00 and the Chairman of the Audit Committee receives 2.67 times this committee remuneration, each member of the Personnel Committee or Personnel and Nomination Committee receives an annual fixed remuneration of EUR 10,000.00 and each member of other committees formed by the Supervisory Board receives an annual fixed remuneration of EUR 10,000.00 per</p> | <p>(1) The members of the Supervisory Board shall receive an annual fixed remuneration of EUR 45,000.00. The Chairman of the Supervisory Board shall receive 2.4 times and the Deputy Chairman 1.5 times the remuneration granted in accordance with sentence 1. In addition, each member of the Audit Committee receives an annual fixed remuneration of EUR 15,000.00 and the Chairman of the Audit Committee receives 2.67 times this committee remuneration, each member of the Personnel Committee or Personnel and Nomination Committee receives an annual fixed remuneration of EUR 10,000.00 and each member of other committees formed by the Supervisory Board receives an annual fixed remuneration of EUR 10,000.00 per</p> |

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| <p>highest-paid committee membership is remunerated in addition to the fixed annual remuneration in accordance with sentence 1. If a Supervisory Board member is a member of more than two committees at the same time, only the membership of the two committees with the highest remuneration is remunerated in addition to the fixed annual remuneration in accordance with sentence 1.</p> | <p>committee, whereby the chairmen of these committees each receive 2.0 times the aforementioned amounts. The chairmen of the committees each receive 2.0 times the aforementioned amounts. If a Supervisory Board member is a member of two committees at the same time, only the highest-paid committee membership is remunerated in addition to the fixed annual remuneration in accordance with sentence 1. If a Supervisory Board member is a member of more than two committees at the same time, only the membership of the two committees with the highest remuneration is remunerated in addition to the fixed annual remuneration in accordance with sentence 1.</p> | <p>committee, whereby the chairmen of these committees each receive 2.0 times the aforementioned amounts. If a Supervisory Board member is a member of two committees at the same time, only the highest-paid committee membership is remunerated in addition to the fixed annual remuneration in accordance with sentence 1. If a Supervisory Board member is a member of more than two committees at the same time, only the membership of the two committees with the highest remuneration is remunerated in addition to the fixed annual remuneration in accordance with sentence 1.</p> |
| <p>(4) The remuneration in accordance with paragraphs 1 and 2 is payable quarterly in arrears. Members of the Supervisory Board who have only belonged to the Supervisory Board or a committee for part of the financial year shall receive pro rata remuneration for each month or part thereof of their activity. Each member of the Supervisory Board is reimbursed for expenses incurred in the performance of their duties. In addition, members of the Supervisory Board are reimbursed for any value added tax payable on the</p> | <p>(4) The remuneration pursuant to paragraphs 1 and 2 is payable quarterly in arrears at the end of each quarter. Members of the Supervisory Board who have only belonged to the Supervisory Board or a committee for part of the financial year shall receive pro rata remuneration for each month or part thereof of their activity. Each member of the Supervisory Board is reimbursed for expenses incurred in the performance of their duties. In addition, members of the Supervisory Board are reimbursed for any value added tax</p> | <p>(4) The remuneration in accordance with paragraphs 1 and 2 is payable quarterly at the end of each quarter. Members of the Supervisory Board who have only belonged to the Supervisory Board or a committee for part of the financial year shall receive pro rata remuneration for each month or part thereof of their activity. Each member of the Supervisory Board is reimbursed for expenses incurred in the performance of their duties. In addition, members of the Supervisory Board are reimbursed for any value added tax</p> |

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| <p>reimbursement of expenses or Supervisory Board remuneration, provided they are entitled to invoice the company separately for value added tax and exercise this right.</p> | <p>payable on the reimbursement of expenses or Supervisory Board remuneration, provided they are entitled to invoice the company separately for value added tax and exercise this right.</p> | <p>payable on the reimbursement of expenses or Supervisory Board remuneration, provided they are entitled to invoice the company separately for value added tax and exercise this right.</p> |
| | <p>(5) Supervisory Board remuneration shall be determined for the first time for the financial year beginning on January 1, 2025 in accordance with the provisions of this Section 20.</p> | <p>(6) Supervisory Board remuneration shall be determined for the first time for the financial year beginning on January 1, 2025 in accordance with the provisions of this Section 20.</p> |

Note: This is a translation of the German-language change synopsis for item 8 of the agenda for the Annual General Meeting 2025. Although SUSS has made every effort to provide a faithful translation, only the text of the German-language invitation as published in the Federal Gazette is binding.