

# INTERNAL RULES OF PROCEDURE

for the Supervisory Board of

## DO & CO AKTIENGESELLSCHAFT

In accordance with the resolution of the Company's Supervisory Board adopted on 10 June 2025. These Internal Rules of Procedure of the Supervisory Board are published on the website of DO & CO Aktiengesellschaft.

The Supervisory Board conducts its activities in accordance with the provisions of the Austrian Stock Corporation Act (*Aktiengesetz*), the Company's Articles of Association and these Internal Rules of Procedure. In addition, the provisions of the Austrian Code of Corporate Governance (*Österreichischer Corporate Governance Kodex*) apply. In case of doubt, the provisions of these Rules of Procedure shall therefore be interpreted in such a way that they comply with the provisions of the Austrian Code of Corporate Governance.

### I.

#### **Number of members of the Supervisory Board, Composition**

- (1) The Supervisory Board of DO & CO Aktiengesellschaft consists of a minimum of three and a maximum of six members elected by the General Meeting of Shareholders. The majority of the members elected by the General Meeting are not shareholders with an investment of more than 10% or have no business or personal relationship with the Company or its Management Board.

- (2) The Supervisory Board submits proposals to the General Meeting for elections to the Supervisory Board. Before candidates are nominated for these positions, the Supervisory Board - if it deems this necessary - determines the specific requirements profile for the position to be filled on the Supervisory Board. Taking into account the legal requirements for cooling-off periods, it must pay particular attention to the current and future requirements of the Company and the market, the performance profiles of the other members of the Supervisory Board and, finally, the fit within the Board.
- (3) Persons elected for the first time are introduced to their office in an appropriate manner on a company-related professional and personal level (onboarding).

## **II.**

### **Appointment**

- (1) Unless appointed for a shorter term of office, the members of the Supervisory Board are appointed for the period of time until the closing of the General Meeting of Shareholders in which discharge for the fourth business year after election is resolved; the business year in which the appointment is made is not included in this calculation. Those leaving the Supervisory Board are immediately eligible for re-election.
- (2) If members leave the Supervisory Board before their term of office expires, a replacement shall be elected in the subsequent Ordinary General Meeting of Shareholders. However, if the number of Supervisory Board members falls below three, replacements shall be elected immediately by an Extraordinary General Meeting of Shareholders.
- (3) Replacements are elected for the remaining term of office of the member that left. If a Supervisory Board member is elected by an Extraordinary General Meeting of Shareholders, the first year of his term of office shall be deemed as completed at the end of the subsequent Ordinary General Meeting of Shareholders.
- (4) Each member of the Supervisory Board may, subject to a notice period of four weeks, resign from office even without a compelling reason by providing written notice to the

Management Board or to the Chairman of the Supervisory Board, or if the Chairman of the Supervisory Board is unavailable, to a deputy.

- (5) Before his term of office expires, the appointment of an elected member of the Supervisory Board may be revoked by the General Meeting of Shareholders with a majority of at least three quarters of the votes cast.

### **III.**

#### **Chairmen of the Supervisory Board**

- (1) In a meeting that shall not require a special invitation to be held subsequent to the Ordinary General Meeting of Shareholders in which the members of the Supervisory Board were newly appointed after expiry of the terms of office, the Supervisory Board shall elect a Chairman of the Supervisory Board and at least one deputy from among their number for the duration of their terms of office. Replacements shall be elected immediately if the Chairman of the Supervisory Board or all deputies leave their positions.
- (2) The deputies of the Chairman of the Supervisory Board have the same rights and obligations as the Chairman of the Supervisory Board when acting on his behalf.
- (3) If no individual receives an absolute majority of the votes in an election, a run-off election shall take place between the two persons who received the most votes. In the event of a tie, a decision shall be taken by drawing lots.
- (4) For the purpose of conducting the election, the previous Chairman of the Supervisory Board shall preside over the Supervisory Board meeting. If he has left the Supervisory Board, this role shall be exercised by his deputy or the most senior member of the Supervisory Board in terms of age.
- (5) The Chairman of the Supervisory Board maintains regular contact, in particular, with the Chairman of the Management Board and discusses the Company's strategy, business development, risk situation and risk management as well as other relevant supervisory matters with the Chairman of the Management Board.

- (6) If the Chairman of the Supervisory Board resigns from office, he must hand over to his successor any documents that are necessary for the continuation of business and are not available at the Company. The same applies to the deputy if the Chairman of the Supervisory Board is unable to fulfil his duties.

#### **IV.**

##### **Meetings of the Supervisory Board**

- (1) The Chairman of the Supervisory Board prepares the Supervisory Board meetings.
- (2) Meetings shall be convened at least once every quarter and, in the interest of the Company, each time the Chairman of the Supervisory Board or his deputy consider it necessary or the Management Board or a member of the Supervisory Board requests it, stating the reasons for the request.
- (3) The Supervisory Board meeting shall be convened by the Chairman of the Supervisory Board, or if the Chairman of the Supervisory Board is unavailable, by a deputy.
- (4) The convening shall take place in such a way that the period of time between the day the meeting is convened and the day the meeting is held is ideally fourteen days but at least seven days. In circumstances of extreme urgency, this period of time may be shortened to three days. The meeting shall be convened in text form (e.g. e-mail), stating the agenda, location, as well as the date and time of the meeting, and containing the proposed resolutions (motions for resolution as well as the documents required to make decisions) to the address last indicated to the Company in writing. For this purpose, the members of the Supervisory Board shall indicate to the Company a corresponding e-mail address.
- (5) In the event of immediate danger, a meeting of the Supervisory Board may be convened without observing the formalities. A request made by the Management Board to this effect shall be granted by the Chairman of the Supervisory Board immediately.
- (6) If a request to convene a Supervisory Board meeting submitted in writing by at least two members or by the Management Board, stating the purpose and reasons, is not complied

with by the Chairman of the Supervisory Board within fourteen days, the applicants may convene the Supervisory Board meeting themselves, stating the matters and enclosing any documents.

- (7) The Chairman of the Supervisory Board may instruct the Management Board to convene a meeting.
- (8) Location as well as date and time of the meeting shall all be determined by the Chairman of the Supervisory Board.
- (9) The motions submitted to the Chairman of the Supervisory Board by a member of the Supervisory Board or the Management Board shall be placed on the agenda of the subsequent meeting unless they concern items outside the competence of the Supervisory Board.
- (10) The Chairman of the Supervisory Board or, in the case he is unavailable, a deputy is authorized to convene a Supervisory Board meeting in the form of a conference call, internet conference or video conference and no member of the Supervisory Board expressly objects to the Chairman of the Supervisory Board in text form (e.g. e-mail) within the period to be fixed by the Chairman of the Supervisory Board. A resolution shall be deemed passed if all Supervisory Board members were invited to the conference (call) in text form (e.g. e-mail) and if at least three members, including the Chairman of the Supervisory Board or his deputy, have cast their vote at the conference (call). The Chairman of the Supervisory Board may determine the technical format of the conference (call). The provisions of item VI paragraph 2 shall apply accordingly. Representation by other Supervisory Board members shall not be permitted.

## V.

### **Right of attendance**

- (1) The Management Board shall attend all meetings of the Supervisory Board unless the Chairman of the Supervisory Board determines otherwise or there are items on the agenda that, because of their nature, exclude Management Board attendance.

- (2) Experts and respondents may be consulted on individual items in the course of meetings of the Supervisory Board. They shall be bound to secrecy regarding the circumstances of which they learned in this process.
- (3) The statutory auditor (group auditor) must in any case be involved in all meetings dealing with the approval of the financial statements and their preparation as well as with the examination of the financial statements (consolidated financial statements).

## VI.

### **Adopting resolutions**

- (1) The Supervisory Board shall have quorum if a minimum of three of the members elected by the General Meeting of Shareholders, including the Chairman of the Supervisory Board or his deputy, are present. The Chairman of the Supervisory Board, or if he is unavailable, his deputy, shall preside over the meeting. The voting procedure shall be determined by the person presiding over the meeting.
- (2) Resolutions shall - unless otherwise provided by law - be adopted by simple majority of the votes cast. In the event of a tie, the person presiding over the meeting (paragraph 1) shall have the casting vote.
- (3) A member of the Supervisory Board may authorise another member of the Supervisory Board in writing to submit his written vote on his behalf.
- (4) A member of the Supervisory Board may name another member of the Supervisory Board in writing to represent him in an individual meeting, but one member of the Supervisory Board must never represent more than one other member of the Supervisory Board; the represented member of the Supervisory Board shall not be counted when a meeting's quorum (paragraph 1) is determined. The right to preside over a meeting (paragraph 1) cannot be transferred.
- (5) The Supervisory Board can only pass a resolution on an item that is not on the agenda if the Chairman of the Supervisory Board approves this resolution and if all Supervisory Board members are present or represented. In the event that a member is neither present

nor represented and cannot be reached via video or telephone connection, the resolution is only effective with the member's separate consent to the resolution.

## **VII.**

### **Adopting resolutions in writing**

- (1) Resolutions by the Supervisory Board may be passed in written form if the Chairman of the Supervisory Board or, in the case he is unavailable, a deputy orders such adoption of resolutions and if no member of the Supervisory Board expressly objects to such procedure vis-à-vis the Chairman of the Supervisory Board in text form (e.g. e-mail) within the period to be fixed by the Chairman of the Supervisory Board. A resolution shall be deemed passed if all members of the Supervisory Board were invited to cast their vote in text form (e.g. e-mail) and if at least three members, including the Chairman of the Supervisory Board or his deputy, have cast their votes within the period to be fixed by the Chairman of the Supervisory Board. In the case of votes sent by e-mail, the Chairman of the Supervisory Board may define the technical format. The provisions of item VI. paragraph 2 shall apply accordingly. In the case of a written vote, representation by other members of the Supervisory Board shall not be permitted.
- (2) Votes must be cast within three days of receipt of the documents or another deadline specified by the Chairman of the Supervisory Board in the convening notice. The time of submission of the vote is decisive.

## **VIII.**

### **Minuting**

- (1) Negotiations and resolutions by the Supervisory Board shall be recorded in minutes.
- (2) The minutes shall be recorded under the responsibility of the Chairman of the Supervisory Board, submitted to the Chairman of the Supervisory Board for signature, and sent to the individual members of the Supervisory Board within four weeks after the meeting. It shall

be determined in the respective subsequent meeting of the Supervisory Board whether these minutes are appropriate (approval).

- (3) If requested by a member of the Supervisory Board, any opinion of the member deviating from that in the adopted resolution shall be recorded in the minutes. In this context, the Chairman of the Supervisory Board may request that the Supervisory Board member himself record his deviating opinion in writing for attachment to the minutes.
- (4) The Company shall keep the minutes of the Supervisory Board in a continuous series under the responsibility of the Chairman of the Supervisory Board.

## **IX.**

### **Duties of the Supervisory Board**

- (1) The Supervisory Board shall conduct its activities based on the law, the Articles of Association, as well as the Internal Rules of Procedure.
- (2) In addition to the duties set out by law and in the Articles of Association, the Supervisory Board shall, in particular:
  - a) Nominate, appoint and remove members of the Management Board, determine their authorisation to represent the Company, as well as appoint the Chairman of the Management Board. In particular, when appointing members of the Management Board, the Supervisory Board must ensure that no member of the Management Board (i) has been convicted of an offence by a court of law if the conviction into questions their professional reliability and/or (ii) has been sentenced by a court to more than six months' imprisonment for a business-related offence. The initial appointment of Management Board members shall be for at least three years,
  - b) Conclude contracts of employment with the members of the Management Board and the establishment of principles for the remuneration of Management Board members. In particular, the Supervisory Board must ensure that the total remuneration of the members of the Management Board (salaries, shares in profits, expense reimbursements, insurance premiums, commissions, incentive-linked remuneration commitments and any other type of payments) is commensurate with the tasks and

performance of each individual member of the Management Board, the situation of the Company and the usual level of remuneration, and must also take measures to create incentives to promote behaviour supportive of the long-term development of the Company. This shall apply accordingly to pension payments, survivor's pensions and similar income,

- c) Monitor the Management Board's business activities, in particular based on the reports to be submitted (annual reports, quarterly reports, special reports) and the monthly target-actual comparisons between business plan and income statement, including a deviation analysis,
- d) Adopt resolutions on the Internal Rules of Procedure for the Supervisory Board and the Management Board,
- e) Examine the financial statements, including the management report,
- f) Examine the consolidated financial statements, including the group management report,
- g) Prepare the report on the examination of the financial statements and the management report, and on the examination of the consolidated financial statements and the group management report,
- h) Prepare a proposal for the appropriation of profits,
- i) Deal with the Management Board's proposals for convening a General Meeting of Shareholders and their proposed resolutions for this meeting,
- j) Convene the General Meeting of Shareholders and proposed resolutions for this meeting.
- k) Resolve the remuneration policy for the Management Board at least every four years or whenever a change is necessary, based on a proposal from the Remuneration Committee.

(3) In addition to the transactions stated by law and in the Articles of Association, the following transactions shall, in particular, only be carried out subject to the consent of the Supervisory Board:

- a) Acquisition and disposal of investments;
- b) Acquisition, disposal, and discontinuation of companies and operations;
- c) Acquisition, disposal, and mortgage of real estate and rights equivalent to land as well as buildings on third-party land amounting to € 5.0m or more;

- d) Establishment and closure of branches;
- e) Investments exceeding € 2.0m individually and/or a total of € 10m per business year;
- f) Taking out bonds, loans, and credits exceeding € 5m individually and/or a total of € 10m per business year;
- g) Granting loans and credits, unless these are part of ordinary business operations, and provided that these exceed € 20,000.00 individually and/or a total of € 200,000.00 per business year; for loans and credits to subsidiaries, exceeding € 2m individually and/or a total of € 5m per business year.
- h) Launching and discontinuing lines of business and types of production;
- i) Determining general principles of operating policy;
- j) Determining principles for granting profit or revenue participation schemes and pension plans to executive employees as defined by Section 80 (1) Austrian Stock Corporation Act (AktG);
- k) Granting power of representation (Prokura);
- l) Concluding pension contracts;
- m) Concluding employment contracts exceeding an annual salary of € 600,000.00;
- n) Assuming sureties, guarantees and liability;
- o) Assuming obligations beyond ordinary business operations;
- p) Acquisition and/or disposal of industrial property rights, patents, licences, and know-how;
- q) Concluding, modifying, and terminating rental agreements as well as lease agreements with an annual obligation of more than € 1.0m individually or in total € 5.0m per business year;
- r) Concluding, modifying, and terminating tax group and profit and loss transfer agreements as well as other intercompany agreements and tax allocation agreements;
- s) Material changes to the objects of business;
- t) Concluding contracts with members of the Supervisory Board in which they undertake, beyond their activities in the Supervisory Board, to provide a service for a consideration that is of more than negligible value to the Company or an affiliated company, or concluding contracts with companies in which a member of the Supervisory Board has a considerable business interest;
- u) Granting options to the Company's stocks to staff members and executive employees of the Company or one of its affiliated companies as well as to members of the management board and the supervisory board of affiliated companies;

- v) Taking on an executive position (Section 80 AktG) within the Company within two years after signing the auditor's report by the statutory auditor, by the group auditor, by the statutory auditor of a material affiliated company or by the auditor signing the respective auditor's report as well as any person working for him who had a significant managing position in the course of the audit, unless prohibited by Section 271c UGB;
- w) Measures for which the Management Board made use of one of the authorisations granted to it in accordance with Section 102 (3) or (4) AktG.

(4) In order to carry out the following types of transactions, the Management Board shall require the consent of the Chairman of the Supervisory Board and, if such consent is not granted, refer the matter to the Supervisory Board for approval.

- a) Adopting resolutions in general meetings and shareholder meetings of associated companies, except for such resolutions that affect management and shareholder measures of associated companies, unless they require consent in accordance with these Internal Rules of Procedure,
- b) Adopting resolutions in boards of directors or supervisory bodies of associated companies, except for such resolutions that affect management measures of associated companies, unless they require consent in accordance with these Internal Rules of Procedure,
- c) Determining principles for leadership as well as corporate strategy and structure for associated companies,
- d) Determining principles in boards of directors or supervisory bodies of associated companies, except for such resolutions that affect management measures of associated companies, unless they require consent in accordance with these Internal Rules of Procedure.

(5) Consent of the Supervisory Board is not required if the intended measure is already included in the approved annual budget (business plan), consisting of financial, investment and personnel planning.

(6) In urgent circumstances that cannot be postponed, the Committee of the Chairman may issue the consent required pursuant to paragraph 3 on behalf of the entire Supervisory Board. It shall report to the Supervisory Board on this matter in the subsequent meeting.

(7) The Supervisory Board may also decide on further transactions that require its consent.

## **X.**

### **Declarations of intent, Power of representation**

(1) Declarations of intent by the Supervisory Board shall be issued by the Chairman of the Supervisory Board, or if he is unavailable, by his deputy.

(2) The contract of employment with a member of the Management Board and related agreements as well as the engagement letter with the auditor must be signed by the Chairman of the Supervisory Board on behalf of the Supervisory Board.

## **XI.**

### **Amendments to the Articles of Association**

The Supervisory Board may amend the Articles of Association if such amendments only relate to the version.

## **XII.**

### **Powers of supervision**

(1) The Supervisory Board shall monitor the Management Board's business activities.

(2) The Supervisory Board may request a report on Company matters from the Management Board at any time. An individual member may also request a report, but only one provided to the Supervisory Board as such. If the Management Board refuses to provide a report, the report may only be requested if it is the Chairman of the Supervisory Board

who requests it or if another member of the Supervisory Board supports the request. The Chairman of the Supervisory Board may request a report even without the support of another member of the Supervisory Board.

- (3) The Supervisory Board may inspect and examine the Company's books and records as well as the assets, specifically the Company's cash and its securities portfolio and merchandise inventory; it may also instruct individual members to do so or delegate certain duties to special experts.

### **XIII.**

#### **Committees of the Supervisory Board**

- (1) The Supervisory Board has at least the following Committees:
  - Audit Committee;
  - ESG-Committee;
  - Committee of the Chairman (Remuneration and Nomination Committee and Committee for decisions in urgent cases).
- (2) Following each Ordinary General Meeting at which one or more new members are elected to the Supervisory Board, the Supervisory Board elects the members of the Committees, unless they have already been appointed in accordance with these rules of procedure. The Supervisory Board is also authorized to set up specific Committees on a permanent or temporary basis for certain projects and matters and to elect the members of the specific Committee from among its members.
- (3) Supervisory Board competences to prepare and decide on matters may be delegated to the Committees. If decision-making competences are not expressly delegated, a Committee is only authorized to make preparations and submit proposals to the Supervisory Board.
- (4) Unless otherwise stipulated in these Internal Rules of Procedure, the Supervisory Board must also appoint a Chairman of the Committee when electing Committee members. A Committee shall be chaired by the Chairman of each Committee or, if he is unavailable, by his deputy.

- (5) A Committee is quorate if at least two thirds of its members, including the Chairman of the Committee or their deputy, are present.
- (6) Unless otherwise stipulated in these Internal Rules of Procedure, the rules set out in these Internal Rules of Procedure for the Supervisory Board shall apply *mutatis mutandis* to the activities of the Committees and their members.

#### **XIV.**

##### **Audit Committee**

- (1) To perform the duties set out by law, the Supervisory Board shall set up an Audit Committee which, after the statutory auditor (group auditor) has been elected by the General Meeting of Shareholders, shall appoint this auditor and agree their fees.
- (2) The Audit Committee shall consist of two or more members of the Supervisory Board. The members of the Audit Committee shall be elected by the Supervisory Board. The Chairman of the Supervisory Board is not simultaneously the Chairman of the Audit Committee.
- (3) The Audit Committee shall meet at least twice a business year; one of these meetings shall take place after the end of each business year and prior to the meeting of the Supervisory Board convened for the examination of the financial statements and the consolidated financial statements. The Company's statutory auditor shall also attend the meetings of the Audit Committee dealing with preparing the approval of the financial statements (consolidated financial statements) and their examination.
- (4) The Audit Committee is responsible in particular for monitoring the accounting process, the effectiveness of the internal control and risk management system, the independence and activities of the auditor and the approval of non-audit services.
- (5) The Chairman of the Audit Committee shall ask the auditor whether, when reading the statements on corporate governance submitted by the Management Board and Supervisory Board, he has identified any material inconsistencies with the annual financial statements or with the knowledge gained during the audit.

## **XV.**

### **ESG-Committee**

- (1) For the purpose of performing and reviewing responsibilities in the field of Environmental, Social and Governance, the Supervisory Board shall set up an ESG-Committee.
- (2) The ESG-Committee shall consist of two or more members of the Supervisory Board. The members of the ESG-Committee shall be elected by the Supervisory Board.
- (3) The ESG-Committee shall meet at least twice a business year; one of these meetings shall take place after the end of each business year.

## **XVI.**

### **Committee of the Chairman (Nomination and Remuneration Committee)**

- (1) The Committee of the Chairman is made up of the Chairman of the Supervisory Board and his deputy.
- (2) The Committee of the Chairman is charged with acting as Nomination Committee, Remuneration Committee and Committee for decisions in urgent cases.
- (3) In its capacity as a Nomination Committee, the Committee of the Chairman shall submit proposals to the Supervisory Board to fill vacant seats on the Management Board and shall deal with issues of succession planning.
- (4) In its capacity as a Remuneration Committee, the Committee of the Chairman shall discuss matters concerning relationships with the Company and the members of the Management Board, in particular the resolution on the determination of the remuneration of members of the Management Board and the conclusion, structuring, amendment and cancellation of employment contracts with Management Board members. The remuneration contains fixed and variable components. The variable remuneration components shall be linked, above all, to sustainable, long-term and multi-year performance criteria, shall also include non-financial criteria, including environmental,

social or governance criteria, and shall not entice persons to take unreasonable risks. For the variable remuneration components, measurable performance criteria shall be fixed in advance as well as maximum limits for amounts or as percentage of the fixed remuneration components. Precautions shall be taken to ensure that the Company can reclaim variable remuneration components if it becomes clear that these were paid out only on the basis of obviously false data.

- (5) In its capacity as a Committee for decisions in urgent cases, the Committee of the Chairman shall be charged with making decisions on matters that require its consent.

## **XVII.**

### **Remuneration**

- (1) Each member of the Supervisory Board, in addition to being reimbursed for his cash expenditure and an attendance fee for each meeting, shall receive annual compensation for his activities. The amount of the attendance fee and the compensation for activities shall be determined by resolution of the General Meeting of Shareholders.
- (2) If, in this role, members of the Supervisory Board carry out special activities in the interest of the Company, they may be granted special remuneration for it by resolution of the General Meeting of Shareholders.
- (3) Special charges arising from remuneration to members of the Supervisory Board shall be borne by the Company.

## **XVIII.**

### **Confidentiality**

- (1) Each member of the Supervisory Board shall maintain strict confidentiality of all information obtained in performing his duties, with such information being treated as business and operational secrets; the duty to maintain confidentiality shall remain in place even after leaving the Supervisory Board.

- (2) Each member must carefully store the minutes of the Supervisory Board and other documents provided to them in a closed and secure location while maintaining confidentiality. Upon leaving the Supervisory Board, the obligation to diligently store these documents continues to apply.

## **XIX.**

### **Loyalty, Conflicts of Interest**

- (1) In performing their role, the members of the Supervisory Board shall have a duty towards the Company to apply the diligence of a prudent and conscientious Supervisory Board member and, in doing so, to take into account the well-being of the Company, considering the interests of the shareholders and staff members, as well as the public interest, as befits the Company's role as a strategic and financial holding company of the DO & CO Group.
- (2) When making decisions, members may not pursue their own interests or those of persons or companies close to them that conflict with the interests of the Company, or take advantage of business opportunities to which the Company is entitled or pass them on to a third party.
- (3) Each member is obliged to inform the Chairman of the Supervisory Board on behalf of the Company if he or she performs functions on the boards of other domestic or foreign companies in order to be able to verify the existence of conflicts of interest.
- (4) If members of the Supervisory Board experience a conflict of interest, they shall immediately disclose this fact to the Chairman of the Supervisory Board. If the Chairman of the Supervisory Board experiences a conflict of interest, he shall immediately disclose this fact to his deputy.
- (5) The conclusion of contracts with members of the Supervisory Board in which such members are committed to the performance of a service outside of their activities on the Supervisory Board for the Company or a subsidiary (Section 189 Austrian Commercial Code) for a remuneration not of minor value shall require the consent of the Supervisory Board. This shall also apply to contracts with companies in which a member of the

Supervisory Board has a considerable economic interest in the sense that a shareholding of more than 25% is held in this company or the conclusion of a contract has an effect on remuneration in the case of a board function of the member or the member's partner in this company. The subject matter and remuneration of such contracts are published in the annual report. The consent requirement also applies to contracts that the Company concludes with a spouse or partner of a member of the Supervisory Board or a company in which the spouse or partner has a significant economic interest (see above).

## **XX.**

### **Miscellaneous**

- (1) These Internal Rules of Procedure may only be modified by resolution of the Supervisory Board in accordance with item VI. paragraph 2 of these Internal Rules of Procedure, with written form being required.
- (2) In the event that any of the provisions of these Internal Rules of Procedure should be legally ineffective or become invalid, the remaining provisions shall remain unaffected. To replace the invalid provision, the Supervisory Board shall decide on a permissible provision that corresponds to the purpose and intent of the invalid provision. The same shall apply to any loopholes that require remedying.
- (3) These Internal Rules of Procedure of the Supervisory Board shall be signed and acknowledged by all members of the Supervisory Board. In the event of new appointments, the Internal Rules of Procedures are also to be signed by any newly elected or delegated members joining the Supervisory Board for the first time.

This document is published in German and in a non-binding English convenience translation.