

REMUNERATION SYSTEM FOR THE MEMBERS OF THE SUPERVISORY BOARD

WORDING OF THE ARTICLES OF ASSOCIATION

The remuneration of the members of the Supervisory Board is governed by Article 13 of the Articles of Association of SCHOTT Pharma AG & Co. KGaA, which reads as follows:

- "(1) As fixed remuneration, each member of the Supervisory Board shall receive an annual amount of EUR 40,000.00 for each full fiscal year, payable after the end of the fiscal year.*
- (2) The Chairperson of the Supervisory Board shall receive twice and the Deputy Chairperson one and a half times the fixed remuneration of a member of the Supervisory Board in accordance with Article 13 (1) of these Articles of Association.*
- (3) As a member of the Audit Committee, a Supervisory Board member shall receive an additional fixed remuneration of EUR 10,000.00 for each full fiscal year, and as Chairperson of the Audit Committee a further additional EUR 10,000.00 for each full fiscal year. As a member of a committee other than the Audit Committee, a Supervisory Board member shall receive an additional fixed remuneration of EUR 5,000.00 for each full fiscal year. All committee remuneration is payable after the end of each fiscal year. Remuneration for committee activities for a fiscal year requires that the committee in question has met during this period to perform its duties.*
- (4) Supervisory Board members who have only belonged to the Supervisory Board for part of the fiscal year shall receive the remuneration pro rata temporis (according to full months). The same applies if a member of the Supervisory Board exercises a function associated with additional remuneration for only part of the fiscal year. Pro rata temporis remuneration for committee activities requires that the committee in question has met to fulfill its duties during the corresponding period. If a fiscal year does not comprise a full year, the remuneration relating to a full fiscal year shall be paid pro rata temporis.*
- (5) The members of the Supervisory Board shall be reimbursed for expenses incurred in the performance of their duties, including any sales tax incurred.*
- (6) The members of the Supervisory Board shall be included in an insurance policy against pecuniary damage with deductible, maintained by and in the interest of the Company in an appropriate amount, insofar as such a policy exists. The premiums for this shall be paid by the Company."*

CONTRIBUTION OF REMUNERATION TO THE PROMOTION OF BUSINESS STRATEGY AND LONG-TERM DEVELOPMENT

The remuneration system complies with the requirements of the GCGC in the version dated 28 April 2022.

In accordance with suggestion G.18 sentence 1 of the GCGC, only fixed remuneration components plus reimbursement of expenses are provided for. Variable, performance-related remuneration components are not included. The fixed remuneration strengthens the independence of the Supervisory Board members and thus makes a contribution "to the long-term development of the company" (see section 87a (1) sentence 2 no. 2 AktG).

At the same time, the remuneration system incentivises Supervisory Board members to proactively work to "promote the business strategy" (see section 87a (1) sentence 2 no. 2 AktG) by taking appropriate account in accordance with G.17 of the GCGC of the greater time commitment of the Chairperson, who is particularly closely involved in discussing strategic issues,

and the Deputy Chairperson of the Supervisory Board as well as the Chairperson and members of committees.

REMUNERATION COMPONENTS

The fixed remuneration components, the basic remuneration and the additional remuneration for committee work, are summarised as follows:

Remuneration component	Chairperson	Deputy Chairperson	Full member
Basic remuneration	EUR 80,000.00	EUR 60,000.00	EUR 40,000.00
Committee activity	EUR 20,000.00		EUR 10,000.00
Other committee activities	-	-	EUR 5,000.00

In the event that a member of the Supervisory Board is not a member of the Supervisory Board for the entire fiscal year, the remuneration is granted pro rata temporis on the basis of full months.

Furthermore, the Company shall reimburse the expenses reasonably incurred in the exercise of the office as well as any value added tax payable on the remuneration and reimbursement of expenses.

Finally, the members of the Supervisory Board are included in a financial loss liability insurance policy maintained by the Company at the Company's expense, insofar as such a policy exists.

NO VARIABLE REMUNERATION, NO REMUNERATION-RELATED LEGAL TRANSACTIONS

Since the remuneration system does not include any variable remuneration components, disclosures pursuant to section 87a (1) sentence 2 no. 4, 6, 7 AktG are not required.

The remuneration of the Supervisory Board members is set out directly in the Articles of Association, meaning that no contractual remuneration-related legal transactions within the meaning of section 87a (1) sentence 2 no. 8 AktG have been concluded.

DEFERRAL PERIODS

The remuneration is paid after the end of each fiscal year. There are no deferral periods for the payment of remuneration components.

INCLUSION OF THE REMUNERATION AND EMPLOYMENT CONDITIONS OF EMPLOYEES

The remuneration and employment conditions of the employees were not taken into account when determining the remuneration system.

DETERMINATION, IMPLEMENTATION AND REVIEW OF THE REMUNERATION SYSTEM

The remuneration system and the specific remuneration of members of the Supervisory Board are determined by the General Meeting, which adopts a resolution on the remuneration of members of the Supervisory Board at least every four years in accordance with section 113 (3) AktG. A confirmatory resolution is permissible and requires a simple majority of votes. If a confirmatory resolution is not passed, a revised remuneration system must be presented for resolution at the following Annual General Meeting at the latest. A material change to the remuneration system set out in the Articles of Association and the remuneration of the members of the Supervisory Board requires a resolution with a majority to amend the Articles of Association.

The remuneration of the Supervisory Board is regularly reviewed by the governing bodies, the Management Board and the Supervisory Board itself. In particular, the time required, the scope of the tasks and the financial situation of the Company are taken into account; furthermore, the compatibility of the remuneration with any legal requirements, the recommendations of the German Corporate Governance Code, the expectations of the capital market and the market appropriateness of the remuneration. Should the Management Board and Supervisory Board see cause for a change, they will propose an adjusted remuneration system to the General Meeting. The remuneration system is submitted to the General Meeting for approval at least every four years. There have been no conflicts of interest in connection with the Supervisory Board's remuneration system in the past. Conflicts of interest in the review of the remuneration system are counteracted by the statutory system of competences, as the final decision-making authority on Supervisory Board remuneration is assigned to the General Meeting and a proposal for a resolution is submitted to it by both the Management Board and the Supervisory Board, meaning that a system of mutual control is already provided for in the statutory provisions. In addition, the general rules for conflicts of interest apply, according to which such conflicts must be disclosed and dealt with appropriately.

In addition, subject to the statutory requirements, shareholders have the opportunity to make the remuneration system and the remuneration of the members of the Supervisory Board, including any proposed changes, an item on the agenda of a General Meeting or to submit corresponding (counter-)motions.