

Remuneration system for the Supervisory Board members

1. Contribution of the remuneration of the Supervisory Board members to promoting the corporate strategy and the long-term development

The competitive nature of the Supervisory Board remuneration makes it possible to recruit suitable candidates for the position of Supervisory Board member. In this way, the Supervisory Board remuneration helps to ensure that the Supervisory Board as a whole can carry out its duties of supervising and advising the Management Board properly and competently, thereby promoting the corporate strategy and long-term development of Fielmann Aktiengesellschaft.

In line with the suggestion in P.18 (1) of the German Corporate Governance Code, only 100% fixed remuneration components and reimbursed expenses are provided for, but not variable remuneration elements. The fixed remuneration strengthens the Supervisory Board members' independence when fulfilling their supervisory duties and thereby contributes to the company's long-term development.

2. Remuneration components

Unless any other resolution is adopted by the General Meeting, the Supervisory Board members will be remunerated according to the following rules:

- a) The Supervisory Board members receive a basic annual remuneration for their activities of €40,000, in addition to their expenses being refunded. The Deputy Chairman receives 1.5 times this amount, and the Chairman receives 3 times this amount.
- b) In addition to their basic remuneration, the members of a Committee receive a remuneration of €5,000, and the Chairman receives 1.5 times this amount. Furthermore, the members receive an allowance of €2,500 for taking part in a Committee meeting.
- c) Any VAT due is paid separately.

The Supervisory Board members are also included in a Directors and officers liability insurance (D&O insurance) maintained by Fielmann Aktiengesellschaft for executives (provided the taking out of such an insurance is regarded as a remuneration component as defined by stock corporation law).

3. Procedure for determining, implementing and reviewing the remuneration system

In line with §11 of Fielmann Aktiengesellschaft's Articles of Association, the amount of annual remuneration for the Supervisory Board members will be determined by the General Meeting. This amount was last determined at the General Meeting on 9 July 2015. The General Meeting adopts a resolution on the Supervisory Board remuneration at least every four years. In preparation for the resolution by the General Meeting, the Management Board and Supervisory Board both check whether the Supervisory Board remuneration, particularly with regard to the amount and design, is still appropriate and in the best interests of Fielmann Aktiengesellschaft. Where necessary, the Supervisory and Management Boards will propose a suitable adjustment to the General Meeting.