

Remuneration system for supervisory board members

[Excerpt from the articles of association of Nordex SE:]

§ 18

Remuneration

- (1) In addition to the reimbursement of the expenses incurred in performing their duties, each member of the supervisory board shall receive for each full financial year in which they are a member of the supervisory board a fixed annual remuneration of EUR 50,000.
- (2) For membership in a committee formed by the supervisory board, each member of the supervisory board receives additional fixed compensation in the amount of EUR 15,000 for each full financial year that they belong to the committee.
- (3) The chairman of the supervisory board receives twice and the deputy chairman one-and-a-half times the amount of the fixed remuneration in accordance with subsection 1; the chairman of a committee receives twice the fixed compensation in accordance with subsection 2.
- (4) Members of the supervisory board, whose membership was less than a full year, receive a twelfth of the total fixed remuneration per each month of their membership.
- (5) In addition to the reimbursement of expenses and the fixed remuneration pursuant to para 1 to 4 incurred turnover taxes will be reimbursed. As far as the Company has effected a D&O insurance (*Vermögensschaden-Haftpflichtversicherung*) for members of the management or supervisory board and the insurance also refers to the members of the supervisory board, the Company bears the insurance premium.
- (6) The remuneration is due and payable at the end of each business year.