
Remuneration system for the members of the Supervisory Board of Bijou Brigitte modische Accessoires Aktiengesellschaft

1. Principles of the remuneration system

The remuneration system for the members of the Supervisory Board of Bijou Brigitte modische Accessoires AG (hereinafter also referred to as "Bijou Brigitte") is based on the Company's strategic objectives. The core objectives are ensuring sustainable company growth and high profitability while maintaining financial independence and strength and considering an ecologically sustainable way of working. The remuneration system takes into account the fact that the Supervisory Board, unlike the Management Board, does not have an operational function and makes its contribution to the Company's long-term development primarily through its supervisory activities.

This remuneration system applies to all members of the Supervisory Board of Bijou Brigitte who are already in office and to those who will hold office at a future date.

2. Review and implementation of the remuneration system

In accordance with Section 113 (3) sentence 1 AktG, the Annual General Meeting shall resolve at least every four years on the remuneration of the Supervisory Board members at the proposal of the Management Board and Supervisory Board. In so doing, the Annual General Meeting can either confirm the remuneration of the members of the Supervisory Board or amend the provisions on Supervisory Board remuneration in the Articles of Association of Bijou Brigitte modische Accessoires AG. In preparation for the resolution of the Annual General Meeting, the Management Board and the Supervisory Board shall review in each case whether the Supervisory Board remuneration, in particular its amount and structure, continues to be in the interests of Bijou Brigitte and is appropriate. The Management Board and Supervisory Board shall propose an appropriate amendment to the Annual General Meeting if required.

3. Components of the remuneration of Supervisory Board members – overview and explanation

The remuneration of the Supervisory Board members is set out in the Articles of Association of Bijou Brigitte modische Accessoires AG with fixed amounts. The Supervisory Board members do not receive any performance-related remuneration. There is no provision for stock options, pension payments or other remuneration. This makes allowance for the Supervisory Board's role as an independent control body in accordance with the suggestion of the German Corporate Governance Code.

Each member of the Supervisory Board receives fixed annual remuneration of EUR 20,000.00. The Chairman of the Supervisory Board receives three times this amount and the deputy Chairman twice the amount. This adequately reflects the greater time commitment required from the Supervisory Board Chairman and the deputy Chairman. The Supervisory Board Chairman plays an important role as the

primary contact for the Chairman of the Management Board and the other members of the Management Board, including outside and between meetings. The Chairman coordinates and organises the Supervisory Board's activities. Here, the Supervisory Board Chairman receives substantial support from the deputy Chairman.

The members of the Supervisory Board shall be reimbursed for expenses incurred in the performance of their duties and for the value-added tax owed by them if the members of the Supervisory Board are entitled to bill the Company separately for the VAT and exercise this right.

4. Due and proportional payment

The remuneration of Supervisory Board members is due for payment within one month of the end of the financial year to which the remuneration relates. Members of the Supervisory Board who join or leave the Supervisory Board during the current financial year shall receive one-twelfth of the relevant annual remuneration share for each month or part thereof of membership.