



Remuneration system of the Members of the Supervisory Board of the Villeroy & Boch Aktiengesellschaft

The remuneration of the Company's Supervisory Board is governed by Article 7 (9) of the Articles of Association. It was last amended by the Annual General Meeting on April 01, 2016 and confirmed by the Annual General Meeting on March 26, 2021 in accordance with section 113 (3) sentences 1 and 2 of the AktG.

In accordance with § 7 No. 9 of the Articles of Association, the members of the Supervisory Board are entitled to fixed annual basic remuneration and a meeting fee. In addition to the basic compensation, the Chairman of the Supervisory Board, the Vice Chairman(s) of the Supervisory Board, the Chairmen of the Audit Committee, the Investment Committee and the Human Resources Committee, and the members of the Audit Committee, the Investment Committee and the Human Resources Committee receive a further fixed annual compensation, the amount of which depends on the duties assumed on the Supervisory Board or its committees. In addition, the members of the Supervisory Board receive variable remuneration based on the amount of the dividend paid. The amount of the basic remuneration, the meeting fee, any further fixed annual remuneration and the variable remuneration is governed by the Company's Articles of Association.

§ Section 7 (9) of the Articles of Association reads:

"9. Expenses and remuneration

Members of the Supervisory Board receive a meeting fee of €1,500 (in words: one thousand five hundred euros) for each meeting of the full Supervisory Board. They also receive fixed annual basic remuneration of €24,000.00 (in words: twenty-four thousand euros). In addition to the basic remuneration, the Chairman of the Supervisory Board receives €53,000.00 p.a. (in words: fifty-three thousand euros), the Vice Chairman or Vice Chairmen of the Supervisory Board each receive €16,500.00 p.a. (in words: sixteen thousand five hundred euros); the Chairman of the Audit Committee receives €10,000.00 p.a. (in words: ten thousand euros), the Chairman of the Investment Committee and the Human Resources Committee each receive €4,000.00 p.a. (in words: four thousand euros), and the members of the Audit Committee, the Investment Committee and the Human Resources Committee each receive €2,500.00 p.a. (in words: two thousand five hundred euros).

On top of the above-mentioned fixed remuneration, the members of the Supervisory Board receive an additional sum of €195.00 (in words: one hundred and ninety-five euros) for every cent per share of shareholder dividend over and above the sum of 10.5 cents (calculated as the mean average of the dividend paid for one preference share and one ordinary share).

They have a right to reimbursement of the expenses incurred as a result of their work and are included in the appropriate insurance cover provided at the cost of the company (including D & O and accident insurance). The remuneration and expenses are paid together with any statutory value-added tax incurred.

If a member of the Supervisory Board is appointed only during part of the financial year, he/she is only entitled to remuneration on a pro rata temporis basis.