

## Compensation of the Supervisory Board in the 2020 Fiscal Year

in EUR thousands	Compensation 2020	Compensation 2019
Ulrich Granzer, PhD	35	30
Jürgen Baumann	23	23
John Borer	15	15
Reinhard Eyring	19	15
Hansjörg Plaggemars	0	3
Prof. Franca Ruhwedel, PhD	21	7
Kevin Weber	15	15
<b>Total</b>	<b>128</b>	<b>108</b>

## Compensation of the Supervisory Board pursuant to Section 18 of the Articles of Association of Biofrontera AG

The German Corporate Governance Code, as amended on December 16, 2019, stipulates that the members of the Supervisory Board shall receive compensation that is in reasonable relation to their duties and the position of the company. The compensation of Supervisory Board members shall take appropriate account of the higher time commitment of the chairman and vice chairman of the Supervisory Board as well as the members of committees.

Under German law, the compensation of the Supervisory Board of a German stock corporation can only be determined by the shareholders' meeting. As per the Annual General Meeting held on May 28, 2020, the Supervisory Board compensation was amended, whereby the variable compensation component of the members of the Supervisory Board was eliminated and a purely fixed compensation was set. The following remuneration system for our Supervisory Board has been approved by our shareholders:

- 1) Each member of our Supervisory Board receives a fixed annual fee of EUR 20,000 (fixed fee). The chairman receives twice and our vice chairman receives one-and-a-half times the fee.
- 2) Members of the Supervisory Board receive the following additional compensation for their work on Supervisory Board committees:
  - a) Each member of the Audit Committee receives EUR 3,000, and the chairman of the Audit Committee receives twice this amount.
  - b) Each member of another committee receives EUR 2,000, and the chairman of another committee receives double this amount. Membership of the Nominating Committee is not taken into account.

Committee activities are taken into account for a maximum of two committees. If this number is exceeded, the two most highly remunerated committee memberships shall be decisive.

- 3) Members of the Supervisory Board who are members of the Supervisory Board or a committee for only part of the fiscal year or who chair or vice chair the Supervisory Board or chair a committee receive pro rata compensation.

- 4) In addition, the members of the Supervisory Board receive an attendance fee of EUR 1,000 for each participation in a meeting of the Supervisory Board or its committees. Participation in telephone and video conferences or participation in a meeting by means of connection by telephone and video conference is remunerated accordingly with an attendance fee. For several meetings - whether of the supervisory board or of committees - held on one calendar day, an attendance fee shall be paid only once in total.
- 5) Furthermore, the members of the Supervisory Board, with the exception of the chairman and the vice chairman, receive remuneration of EUR 4,000 for chairing an annual meeting.
- 6) The remuneration shall be paid after the end of each fiscal quarter.
- 7) The Company reimburses the members of the Supervisory Board for expenses incurred in the course of their duties, including any taxes incurred on the remuneration and the reimbursement of expenses.
- 8) The Company has obtained an indemnity insurance policy, for the benefit of the members of our Supervisory Board, which covers statutory liability arising from the activities of our Supervisory Board.