



BERENTZEN-GRUPPE
Thirst for life

Convenience Translation

(The text decisive for the Articles of Association of
Berentzen-Gruppe Aktiengesellschaft is the one written in the German language.)

Articles of Association

of

Berentzen-Gruppe Aktiengesellschaft

Haselünne (Emsland)

Version of July 2, 2020



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I. General Provisions

Section 1 Company name, registered office and principal place of business and financial year

- (1) The name of the Company shall be Berentzen-Gruppe Aktiengesellschaft.
- (2) It shall have its registered office and principal place of business in Haselünne.
- (3) Its financial year shall be the calendar year.

Section 2 Object and purpose of the Company

- (1) The object and purpose of the Company shall be
 - (a) direct and indirect activities in the area of manufacturing, distributing, and trading in products, providing services and exploiting brands and/or trademarks,
 - (b) investing in industrial, commercial and service companies,
 - (c) acquiring, managing and administering other assets, engaging in trading operations, and providing services in the food and beverage segment, particularly in the alcoholic beverages line of business.
- (2) The Company shall be entitled to engage in all transactions and take all measures that are connected to the object and purpose of the Company or that seem likely to promote or achieve said object and purpose.
- (3) The Company can establish other companies and branches in Germany or abroad, invest in other companies, purchase or sell other companies and/or enter into affiliation agreements with other companies.

Section 3 Notices and information

- (1) The Company's notices shall be published in the Federal Gazette [Bundesanzeiger].
- (2) To the extent legally permissible, the Company shall be entitled to transmit information to its shareholders through remote data transmission.

II. Capital Stock and Shares

Section 4 Capital stock

- (1) The Company's capital stock totals EUR 24,960,000.00 (in words twenty four million nine hundred sixty thousand euros).
- (2) It is divided into 9,600,000 no-par-value shares of common stock.



- (3) Contrary to Section 60 (2) Sentence 3 of the German Stock Corporation Act (AktG), if there is a capital increase, the commencement date for participation in profits can be established.
- (4) The Executive Board is authorised, with the approval of the Supervisory Board, to increase the share capital on one or more occasions until May 21, 2024 by issuing new ordinary bearer shares in return for contributions in cash or in kind by up to EUR 9,984,000.00 (Authorised Capital 2019). As a rule, shareholders shall be granted a pre-emptive right. The new shares may also be acquired by one or more banks or equivalent entities as defined in Section 186 (5) sentence 1 AktG, subject to the obligation to offer them to the shareholders for subscription.

However, the Executive Board is authorised to disapply shareholders' pre-emptive rights with the approval of the Supervisory Board:

- for fractions of shares
- for the acquisition of contributions in kind, such as the granting of shares in return for the contribution of companies, in return for the contribution of parts of companies or equity interests in companies, or in return for the contribution of other assets including receivables
- to issue an appropriate number of shares not exceeding a proportionate amount of the share capital of EUR 2,496,000.00 attributable to them to employees of the Company and of affiliated companies subordinate to the Company
- to grant the holders and/or creditors of conversion and/ or option rights or the debtors of conversion and/ or option obligations under convertible bonds and/or bonds with warrants issued by the Company directly or through a (direct or indirect) majority holding company a subscription right to new shares to the extent to which they would be entitled after exercise of the conversion and/or option rights or after fulfilment of the conversion and/or option obligations
- if a capital increase in return for contributions in cash does not exceed ten percent of the share capital and the issue price of the new shares is not substantially lower than the share price pursuant to Section 186 (3) sentence 4 AktG. Disapplying shareholders' pre-emptive rights under other authorisations pursuant to Section 186 (3) sentence 4 AktG shall be taken into account when using the present authorisation under Section 186 (3) sentence 4 AktG.

The aforementioned authorisation to disapply pre-emptive rights for capital increases in return for contributions in cash and/or in kind is limited to a maximum amount of 10 percent of the share capital which may not be exceeded either at the time this authorisation comes into effect or at the time it is exercised. The aforementioned limit of ten percent must also include treasury shares that are issued or sold during the authorisation period while applying Section 186 (3) sentence 4 AktG, either directly or analogously, and any shares that are issued to service convertible bonds and/or bonds with warrants (hereinafter "bonds") insofar as the bonds are issued after this authorisation comes into effect subject to the disapplication of shareholders' preemptive rights in line with Section 186 (3) sentence 4 AktG.

The Management Board is authorised to fix all other details of the approved capital increase and its execution with the approval of the Supervisory Board. Pursuant to Section 179 (1) sentence 2 AktG, the Supervisory Board shall be authorised to amend the wording of the Articles of Association accordingly each time after Authorised Capital 2019 has been exercised or after the period for the utilisation of Authorised Capital 2019 has expired.



Section 5 Shares

- (1) The shares shall be bearer shares.
- (2) The Executive Board shall determine the form and content of the share certificates and the dividend coupons and renewal coupons with consent of the Supervisory Board.
- (3) The Company can combine individual shares of the same class into stock certificates that securitise a number of shares (global share certificates). There is no entitlement to individual certificates for the shares.

III. Executive Board

Section 6 Executive Board

- (1) The Executive Board of the Company shall consist of at least two persons. Alternate Executive Board members can be appointed.
- (2) The Supervisory Board shall appoint the Executive Board members and determine their number within the bounds of Paragraph 1. The Supervisory Board can designate a Chairman of the Executive Board and a Deputy Chairman of the Executive Board.
- (3) The resolutions of the Executive Board shall be adopted by a simple majority of the members.
- (4) The Supervisory Board can enact Rules of Procedure for the Executive Board. The allocation of responsibilities for the Executive Board shall require its consent.
- (5) Written employment contracts shall be entered into with the members of the Executive Board.

Section 7 Management and representation of the Company

- (1) The members of the Executive Board shall conduct the business of the Company in accordance with applicable laws, the Articles of Association, the Rules of Procedure for the Executive Board and the allocation of responsibilities.
- (2) The Company shall be statutorily represented by two Executive Board members or by one Executive Board member together with a holder of a commercial power of attorney (Prokurist). The Supervisory Board can grant Executive Board members authorisation to represent the Company alone and/or can release them from the restrictions set forth in Section 181 of the German Civil Code (BGB).
- (3) The Supervisory Board must direct in its Rules of Procedure or the Rules of Procedure for the Executive Board or by resolution that certain types of transactions may only be undertaken with its consent.

IV. Supervisory Board

Section 8 Composition, term of office, resignation

- (1) The Supervisory Board consists of six members, a third of whom consists of employee representatives in accordance with the German One-Third Participation Act (Drittelbeteiligungsgesetz).



- (2) The Supervisory Board members shall be elected for a term lasting through the close of the annual general meeting that ratifies the actions of the Supervisory Board members for the fourth financial year after the start of the term of office. The financial year in which the election occurred shall not be included in the calculation. The annual general meeting can establish a shorter term of office at the time of the election.
- (3) Any Supervisory Board member can resign his office at any time, with or without good cause, by giving written notice to the Chairman of the Supervisory Board and the Executive Board. The termination notice period shall be three months.
- (4) An alternate member can be appointed for every three Supervisory Board members representing the shareholders, who will succeed to the Supervisory Board if one of the three Supervisory Board members leaves the Board prematurely.
- (5) If a Supervisory Board member is elected to replace a departing member, he shall serve out the remaining term of the departed member. If an alternate member takes the place of a departed member, his term of office shall end at the close of the annual general meeting in which a special election is held to fill the office of the departed member, but no later than the expiration of the departed Supervisory Board member's term of office. If a special election to replace a member of the Supervisory Board who has departed prematurely causes the alternate member who succeeded him to depart, the resolution authorising the special election shall require a majority of three fourths of the votes cast.

Section 9 Chairman and Deputy

- (1) At a meeting convened without special invitation following the annual general meeting in which the Supervisory Board members are elected, the Supervisory Board shall elect a Chairman and a Deputy for the term of office defined in Section 8 from among the Board's members.
- (2) If the Chairman or the Deputy departs before the expiration of his term of office, the Supervisory Board shall hold a new election for the remaining term of office of the departed member.

Section 10 Meetings

- (1) The meetings of the Supervisory Board are convened by the Chairman or, in the event the Chairman is unable to attend, by the Deputy Chairman with notice of two weeks. Meetings may be convened in writing, by fax or using electronic means of communication (particularly email). In calculating the period of notice, the day on which the notice is sent and the day of the meeting are not counted. In urgent cases, the Chairman is permitted to shorten the notice period.
- (2) The agenda shall accompany the notice of meeting. If an agenda item is not properly announced, a resolution regarding that item may only be adopted if no Supervisory Board member objects. In such case, absent Supervisory Board members shall be given an opportunity to object to the adoption of a resolution or submit a written vote within a reasonable period of time set by the Chairman. The resolution shall only take effect if the absent Supervisory Board members do not object by the deadline.
- (3) The Supervisory Board shall be convened as needed. It must be convened at least once each calendar quarter.
- (4) Persons who are not members of the Supervisory Board may participate in the meetings of the Supervisory Board and its committees in place of excused members of the Supervisory Board, provided they have been authorised by the latter to do so in writing.



Section 11 Adoption of resolutions

- (1) In general, Supervisory Board resolutions shall be adopted at meetings. The Chairman of the Supervisory Board may direct that meetings of the Supervisory Board also be conducted in the form of a video-conference or that, in justified exceptions, individual members of the Supervisory Board may also participate in a meeting of the Supervisory Board by telephone or video-conference.
- (2) Outside of meetings, votes on proposed resolutions can be submitted verbally, by telephone, in writing, by fax or using electronic means of communication (particularly email) by order of the Chairman. Such resolutions shall be recorded by the Chairman in writing and distributed to all members. The provisions of Section 11 (3) to (6) shall apply mutatis mutandis to voting outside of meetings.
- (3) The Supervisory Board shall have a quorum if at least four members participate in adopting resolutions. A member also participates in adopting a resolution if he abstains from voting.
- (4) Absent members of the Supervisory Board may participate in the adoption of resolutions by the Supervisory Board and its committees by asking other members of the Supervisory Board or other persons who are not members of the Supervisory Board, but are entitled to attend the respective meeting in accordance with Section 109 (3) AktG, to submit written votes on their behalf.
- (5) Resolutions of the Supervisory Board shall be adopted by a simple majority of the votes cast, unless otherwise mandated by law. In this case, abstaining from voting shall not be deemed to be the equivalent of casting a vote. A proportional majority is sufficient for elections.

If there is a tie vote, the Supervisory Board Chairman's vote shall break the tie. This also applies to elections. If the Chairman of the Supervisory Board does not participate in the voting and there is a tie vote, the Deputy's vote shall break the tie.

- (6) The Supervisory Board Chairman is authorised, in the name of the Supervisory Board, to make all declarations of intent necessary to implement the resolutions of the Supervisory Board.
- (7) Minutes shall be kept of the discussions and resolutions of the Supervisory Board, which shall be signed by the Chairman. The minutes shall be sent to all members.

Section 12 Rules of Procedure

The Supervisory Board can adopt Rules of Procedure for itself.

Section 13 Committees

- (1) The Supervisory Board can form committees from among its members in accordance with the provisions of law and delegate tasks and authority to them in its Rules of Procedure or by special resolution.
- (2) The provisions of Section 10 Paragraphs 1 and 2, Section 11 Paragraphs 1, 2, 4, 5 and 7 and Section 12 shall apply mutatis mutandis to Supervisory Board committees. The Supervisory Board's Rules of Procedure can provide otherwise within the bounds of the law.
- (3) The chairman of the Supervisory Board committee shall make declarations of intent in the name of the committee.



Section 14 Compensation

- (1) Every Supervisory Board member shall receive EUR 17,000.00 as compensation for each full financial year. The annual compensation of the Supervisory Board Chairman shall be double the amount referred to in Sentence 1; for the Deputy Supervisory Board Chairman, it shall be one and one half times the aforementioned amount. In addition to the compensation set forth in Sentence 1, members shall receive one quarter of the annual compensation for each membership on a committee for each full financial year and half of the aforementioned annual compensation for each chairmanship of a committee.
- (2) The compensation shall be due after the end of the respective financial year.
- (3) Supervisory Board members who were not in office during the entire financial year, shall receive one twelfth of the compensation for every month or partial month of their service.
- (4) Finally, the Supervisory Board members shall be reimbursed for their expenses, and any value-added tax incurred for their compensation shall be refunded.

Section 15 Amendments to the Articles of Association

The Supervisory Board shall be authorised to adopt amendments to the Articles of Association, which only relate to the wording.

V. Annual General Meeting

Section 16 Meeting place and notice of meeting

- (1) The annual general meeting, which, inter alia, adopts resolutions ratifying the actions of the Executive Board and the Supervisory Board, the appropriation of profits, the choice of the independent auditor, the choice of Supervisory Board members and, in the cases prescribed by law, the adoption of the annual financial statements (regular annual general meeting), shall be held within the first eight months of each financial year.
- (2) The annual general meeting shall be convened by the Executive Board. The statutory right of other persons to convene the annual general meeting shall remain unaffected. The Executive Board shall determine the place of the annual general meeting, which shall be held at the registered office and principal place of business of the Company in Haselünne or in a city in the Emsland Administrative District or at a German stock exchange.
- (3) The notice of meeting must be published in the Federal Gazette [Bundesanzeiger] at least 30 days before the meeting, as extended by the days in the registration period in Section 17 Paragraph 2. The date of the meeting and the date of the notice of meeting shall not be included in the calculation.
- (4) The Executive Board shall convene the regular annual general meeting promptly after receipt of the report of the Supervisory Board referred to in Section 20 Paragraph 2.
- (5) Under Section 125 AktG and Section 128 AktG, the transmission of notices is limited to the method of electronic communication. The Executive Board shall also be entitled to send notices in paper form – although there shall be no right to paper notification.



Section 17 Right of participation

- (1) The shareholders entitled to participate in the annual general meeting and exercise voting rights are those who have registered for the annual general meeting after providing documentation of their shareholdings. The registration must be completed in German or English and must be received by the Company at the address listed for this purpose in the notice at least six days prior to the annual general meeting; the day of the annual general meeting and the day of receipt are not included in this period. A shorter period measured in days can be stipulated in the notice for the annual general meeting.
- (2) Documentation of the authorisation to participate in the annual general meeting or exercise voting rights must be provided. For this purpose, documentation of the shareholding in text form from the last intermediary suffices in accordance with Section 67c (3) AktG. The documentation of the shareholding must refer to the start of the 21st day prior to the annual general meeting and must be received by the Company at the address listed for this purpose in the notice at least six days prior to the annual general meeting; the day of the annual general meeting and the day of receipt are not included in this period. A shorter period measured in days can be stipulated in the notice for the annual general meeting. Only those shareholders who have provided this documentation will be considered shareholders of the Company for purposes of participation in the annual general meeting or exercise of the voting rights.
- (3) The Executive Board is authorised to provide that the shareholders can participate in the annual general meeting without being present on site and without a proxy holder or that they can exercise some of their rights, in whole or in part, by way of electronic communication (online participation). The Executive Board is also authorised to determine the scope and procedure for participating and exercising rights in accordance with Sentence 1.

Section 18 Chairmanship and conduct of the annual general meeting, participation of Executive Board and Supervisory Board members, audio and video transmission

- (1) The Chairman of the Supervisory Board acts as Chairman of the annual general meeting. If he or she is incapacitated, the Chairman of the annual general meeting is elected by a resolution of the Supervisory Board. Both Supervisory Board members and third parties are eligible for election.
- (2) The Chairman shall lead the discussions and determine the order of the items on the agenda and the order and form of voting. The Chairman can also place reasonable time limits on the shareholders' right to speak and ask questions. In particular, he can set reasonable time limits on the course of the meeting, the discussion of the individual agenda items and individual questions and statements.
- (3) The members of the Executive Board and the Supervisory Board shall participate in the annual general meeting in person. If it is not possible for a Supervisory Board member to be present at the annual general meeting because he is abroad for good reason, he can be permitted to participate in the annual general meeting by way of video and audio transmission.
- (4) The Executive Board is authorised to permit video and audio transmission of the annual general meeting. The transmission can also be in a form that allows the public unlimited access.



Section 19 Adoption of resolutions

- (1) Each share of common stock grants one vote at the annual general meeting.
- (2) The shareholders can be represented by a proxy holder at the annual general meeting and in the exercise of their voting rights. The proxy must be granted, revoked and proven to the Company in the form required by law. The process can be facilitated in the notice of the annual general meeting.
- (3) Unless required otherwise by law, the resolutions of the annual general meeting shall be passed with a simple majority of the votes cast. In the event that the law stipulates a majority of the share capital represented at the time the resolution is passed, a simple majority of the share capital represented shall suffice, unless a larger majority is mandatory by law. This does not apply to resolutions concerning the early dismissal of members of the Supervisory Board as well as for the amendment, supplementation or cancellation of this sentence 3; a majority of at least three quarters of the share capital represented when the resolution is adopted is required for this.
- (4) If the voting results in a tie, the motion shall be deemed to have been rejected, except in elections.
- (5) If the simple majority of votes is not reached in the first ballot, a run-off vote shall be held among the persons who received the two highest numbers of votes. Such a run-off election shall also take place if only two persons stood for election in the first ballot.

In the second ballot the highest number of votes decides (relative majority). If both candidates receive an equal number of votes, the decision shall be made by the Chairman of the annual general meeting drawing a lot.

- (6) The Executive Board is authorised to provide that shareholders can cast their votes in writing or by way of electronic communication (absentee voting) even without participating in the meeting. The Executive Board is also authorised to adopt more detailed procedural provisions.

VI. Annual Financial Statements, Reserves and Utilisation of Distributable Profit

Section 20 Annual financial statements

- (1) In the first three months of the financial year, the Executive Board shall prepare the annual financial statements, the management report, the consolidated annual financial statements and the combined group management report for the past financial year and submit them to the Supervisory Board and the independent auditor. At the same time, the Executive Board shall submit the proposed appropriation of distributable profit to the Supervisory Board, which it shall present to the annual general meeting.
- (2) The Supervisory Board shall review the annual financial statements, the management report, the consolidated annual financial statements, the combined group management report and the proposed utilisation of distributable profit and make a written report to the annual general meeting on the results of its review. It shall also comment on the results of the audit of the single-entity and consolidated annual financial statements by the independent auditor. It shall forward its report to the Executive Board within one month after it receives the Executive Board's submission and the report of the independent auditor. Section 171 (3) Sentence 2 AktG shall remain unaffected thereby. If the Supervisory Board approves the annual financial statements after the audit, they are adopted. If the Supervisory Board does not approve the consolidated annual financial statements after the audit, the annual general meeting shall decide whether to approve them.



Section 21 Reserves

- (1) If the Executive Board and the Supervisory Board adopt the annual financial statements, they can transfer up to half of the net profit for the year to other revenue reserves.
- (2) If the annual general meeting adopts the annual financial statements, at least a quarter of the net profit for the year shall be transferred to other revenue reserves.
- (3) In calculating the portion of the net profit for the year that shall be transferred to other revenue reserves in accordance with Paragraph 1 or 2, transfers to the statutory reserve and losses carried forward must be subtracted first.

Section 22 Distribution in kind

In lieu of or in addition to a cash distribution, the annual general meeting can decide to use the distributable profits for a distribution in kind.

- End of the Articles of Association -