

**Articles of Association of Carl Zeiss Meditec AG including the certificate pursuant §
181 Aktiengesetz (German Stock Corporation Act)**

I. GENERAL RULES

§ 1

Company, domicile and financial year

- (1) The business name of the Company is Carl Zeiss Meditec AG.
- (2) The Company's domicile is Jena.
- (3) The financial year ends on 30 September.

§ 2

Company's purpose

- (1) The business purpose of the Company is to develop, manufacture and sell medical technology products and systems for diagnosis and therapy and provide accompanying services.
- (2) The Company is entitled to conduct all transactions that are intended, directly or indirectly, to promote its purpose. The Company may acquire similar companies or companies of the same type, acquire interests in such companies, directly or indirectly, represent and take over the administration of other companies and establish new companies or branch offices both in Germany and abroad.

§ 3

Notifications

- (1) Announcements of the Company shall be made by publication in the electronic *Bundesanzeiger* (Federal Bulletin).
- (2) Information to shareholders may also be communicated by electronic data transfer.

II. SHARE CAPITAL AND SHARES

§ 4

Share capital

- (1) The share capital of the Company amounts to € 89,440,570.00 divided into 89,440,570.00 no-par-value shares.
- (2) The shares are bearer shares.
- (3) Entitlement to individual share certificates is excluded.
- (4) When issuing new shares the dividend rights may be regulated in deviation from Art. 60 AktG (German Stock Corporation Act).

(5) The Management Board is authorized, subject to the approval of the Supervisory Board, to increase the Company's share capital by up to a maximum of €32,523,845.00 in the period up until 5 April 2021 through one or more issues of new no-par-value bearer shares against cash and/or non-cash contributions (Authorized Capital). The Management Board is authorized, subject to the approval of the Supervisory Board, to exclude the subscription rights of shareholders in the following cases:

- to balance out fractional amounts;
- if the capital increase is effected against cash contributions and the new shares, for which the subscription rights are excluded, are equivalent to no more than 10 % of the share capital, neither on the date it becomes effective, nor on the date this authorization is exercised, and the issue amount of the new shares is not significantly lower than the market price of shares of the same type and structure already publicly quoted. Sales of treasury shares on the basis of other authorizations pursuant to Art. 186 (3) sentence 4 AktG must be taken into account in the limitaiton to 10 % of the share capital
- for capital increases against contributions in kind to grant shares for the purpose of acquiring companies, parts of companies or equity interests in a company.

The Management Board is authorized, subject to the approval of the Supervisory Board, to specify the details of capital increases from Authorized Capital.

(6) The Management Board is authorized, with the consent of the Supervisory Board, to increase the share capital of the Company, on one or several occasions until 29 May 2022, by a total of up to € 12,196,440.00 by issuing new, no-par value bearer shares against cash and/or contributions in kind (Authorized Capital 2017). The shareholders shall be granted a subscription right with the following restrictions. The Management Board is authorized, subject to approval of the Supervisory Board, to exclude fractions from the subscription rights of shareholders and also to exclude the subscription right

to the extent necessary to grant the holders of subscription warrants and convertible bonds issued by Carl Zeiss Meditec AG or its subsidiaries a subscription right to new shares such as they would have been entitled to had they already exercised their conversion or subscription right. The Management Board is furthermore authorized, in the case of a capital increase against cash contributions, with the consent of the Supervisory Board, to exclude the subscription right for an amount of up to 10% of the share capital existing at the time the Authorized Capital 2017 enters into effect or – if lower – the share capital existing at the time of the resolution on the appropriation of the Authorized Capital 2017, if the issuing amount of the new shares is not significantly lower than the market price of the Company shares already listed at the date of final specification of the issue amount, which should occur as close as possible to the date of placement of the shares. This upper limit of 10% of the share capital shall take into account the pro rata amount of the share capital that is attributable to shares issued from Authorized Capital 2017 since granting of this authorization up until utilization of this authorization pursuant to Section 186 (3), sentence 4 AktG, with the exclusion of subscription rights, either on the basis of an authorization of the Management Board to exclude subscription rights in direct or analogous application of Section 186 (3), Sentence 4 AktG, or sold as acquired treasury shares in accordance with Section 186 (3), sentence 4 AktG, as well that pro rata amount of the share capital attributable to shares to which conversion and/or option rights or conversion obligations arising from bonds apply, which are issued up until utilization of this authorization, with the exclusion of subscription rights, pursuant to Section 186 (3), sentence 4 AktG. The Management Board shall also be authorized, with the consent of the Supervisory Board, to exclude the subscription right for a capital increase against contributions in kind to grant shares for the purpose of acquiring companies, parts of companies or investments in companies or other investable assets, including accounts receivable. In addition, the Management Board shall be authorized to stipulate the further details of the capital increase and its implementation, with the consent of the Supervisory Board.

III. CONSTITUTION AND ADMINISTRATION OF THE COMPANY

§ 5

EXECUTIVE BODIES

The executive bodies of the Company are:

- a) the Management Board,
- b) the Supervisory Board,
- c) the Annual General Meeting

THE MANAGEMENT BOARD

§ 6

Composition of the Management Board

- (1) The Management Board can consist of one or more persons. Even if the Company's share capital exceeds €3,000,000 it is still possible for the Management Board to consist only of one person.
- (2) Appointment of members of the Management Board, revocation of such appointments, and the concluding, amending and terminating of employment contracts with members of the Management Board is effected by the Supervisory Board. The same applies to the appointment of a Management Board chairman or spokesman.

§ 7

Standing orders and resolutions of the Management Board

- (1) The Management Board shall pass standing orders regarding internal Board collaboration, in particular the distribution of work; these standing orders require the approval of the Supervisory Board.
- (2) The resolutions of the Management Board are passed by the majority of votes. In the case of a tie, the Chairperson of the Management Board has the deciding vote, insofar as this is legally permissible.

§ 8

Legal representation of the Company

- (1) The Company is legally represented by
 - a) a member of the Management Board, if the Management Board is composed of one member,
 - b) two members of the Management Board or by one member of the Management Board together with a holder of commercial power of attorney, if the Management Board is composed of several persons.
- (2) The Supervisory Board can exempt one or several members of the Management Board from the restrictions of multiple representation in compliance with Art. 181 BGB (Civil Code). Art. 112 AktG shall not be affected.

§ 9

Reports to the Supervisory Board

The obligation of the Management Board to report to the Supervisory Board is based on current laws. Companies that are affiliated to the Company are treated equally with regard to reporting obligations.

§ 10

Limitations on the management authority of the Management Board

- (1) The Management Board is duty bound to the Company to observe the limitations imposed by the Articles of Association, the Supervisory Board, the Annual General Meeting, the employment contract and the standing orders of the Management Board and the Supervisory Board regarding management authority, where these are legally valid.
- (2) The Management Board requires the approval of the Supervisory Board for the measures set out in the current version of the Management Board standing orders.

THE SUPERVISORY BOARD

§ 11

Composition of the Supervisory Board

- (1) The Company's Supervisory Board shall consist of nine members three of whom shall be elected by the employees pursuant to the provisions of the One-Third Employee Representation Participation Act (Drittelbeteiligungsgesetz).
- (2) The Supervisory Board members are elected until the end of the ordinary Annual General Meeting which discharges them for the fourth financial year after the start of their

term of office, unless the Annual General Meeting resolves a shorter term for one or all members of the Supervisory Board. The financial year in which the term of office begins is not included.

- (3) Replacement members may be elected to take the place of Supervisory Board members who have left office prior to the end of their term, unless the Annual General Meeting elects a new Supervisory Board member before the departure of the outgoing member takes effect.
- (4) Where a Supervisory Board member is elected in the place of the retiring member, his/her term of office is the remaining term of office of the retiring member. If a replacement member takes the place of a member who has left office, then the office of the replacement member shall expire at the end of the Annual General Meeting at which a replacement election takes place, but at the latest upon expiry of the term of office of the Supervisory Board member who has left. If the office of the replacement member who has taken the place of the retiring member should expire following the by-election, the by-election requires a majority of three-quarters of the votes cast.
- (5) Members and replacement members of the Supervisory Board can resign their office by submitting a written declaration to the Chairman of the Supervisory Board or to the Management Board with four weeks' notice. The possibility to resign for compelling reason without observing this notice period remains unaffected, assuming this is not at an inopportune juncture.

§ 12

Chairperson and Deputy Chairperson of the Supervisory Board

- (1) The Supervisory Board shall appoint a Chairperson and Deputy Chairperson from among its members at the first meeting after its election. They shall be elected for each individual's respective term of office or for a shorter period to be determined by the Supervisory Board. If the Chairperson or Deputy Chairperson retires from the Supervisory Board before the end of his/her term of office, the Supervisory Board must elect a replacement for the remainder of his/her term of office.
- (2) By issuing a statement to the Company, the Chairperson can resign from his/her chair before the end of the term of office without the need to give reasons. The same applies to his/her Deputy.

§ 13

Duties and powers of the Supervisory Board

- (1) The Supervisory Board retains at all times the right to monitor the entire managerial actions of the Management Board and, accordingly, to have access to and check all accounts, documents and assets of the Company. It can also appoint experts to carry out certain of these functions.
- (2) The Management Board shall report on a regular basis to the Supervisory Board to the extent specified by the law and these Articles of Association. In addition, the Supervisory Board can require reports about all matters relating to the Company, its legal and business relations with affiliated companies and its business transactions at these enterprises which may be of material importance for the standing of the Company.

§ 14

Declarations of intent of the Supervisory Board

- (1) Declarations of intent by the Supervisory Board and its committees are made on behalf of the Supervisory Board by the Chairperson.
- (2) The permanent representative of the Supervisory Board to third parties, especially to courts and authorities and to the Management Board, is the Chairperson.

§ 15

Standing orders

The Supervisory Board can pass standing orders for itself and may avail itself of the services of external experts to support its work. The Supervisory Board may summon experts and persons to provide information to its meetings.

§ 16

Convening

- (1) The Chairperson shall convene the meetings of the Supervisory Board in writing giving at least two weeks' notice. The day on which notice of the meeting is sent out and the day of the meeting itself are not included in this period of notice. In urgent cases, the Chairperson can shorten the period of notice and can convene the meeting verbally, by telephone, by fax or by e-mail.
- (2) Notice of the meeting must be accompanied by the agenda. The documents required for making judgements plus resolution proposals should be provided 8 days before the meeting at the latest, to ensure that postal voting is possible; this does not apply in the case of Para. 1, Clause 3.
- (3) The members of the Management Board shall take part in the meetings unless the Supervisory Board decides otherwise in a particular case.

§ 17

Resolutions

- (1) The Chairperson of the Supervisory Board can adjourn a convened meeting before it starts.
- (2) The Supervisory Board has a quorum if all members have been given notice of the meeting and at least half of the members required to constitute the full Supervisory Board participate in the vote. A member takes part in the voting even if he or she abstains or submits a written vote.

In the event that inadequate notice has been given of an item on the agenda, a resolution may only be passed if it is not opposed by any member of the Supervisory Board. In this event, absent Supervisory Board members must be given the opportunity to oppose the resolution or submit their vote in writing, by fax, e-mail or other standard means of telecommunication within a suitable period of time as specified by the Chairperson. The respective resolution shall take effect only if the absent Supervisory Board members have not objected within the time period provided, or if they have agreed to it.

- (3) The Chairperson heads the meetings of the Supervisory Board. He or she decides the order in which the items of the agenda are addressed as well as the manner and order of voting.
- (4) Resolutions of the Supervisory Board are passed with a simple majority of the votes cast, unless the law requires otherwise. If a vote should produce a tie, the Chairperson shall have two votes when a fresh vote is taken on the same motion, if this vote again produces a tie.
- (5) It shall be permissible for resolutions to be passed in writing, by telephone or fax if the Chairperson of the Supervisory Board so determines and no member of the Supervisory Board objects to this procedure, or if all members participate in passing the resolution. The above provisions then apply accordingly.
- (6) A Supervisory Board resolution can only be made null and void within one month of notification of the resolution being issued.

§ 18

Minutes

- (1) Minutes shall be taken of the meetings and resolutions of the Supervisory Board and shall be signed by the Chairperson. The minutes shall note the place and date of the meeting, the participants, the items on the agenda, the basic substance of the discussions and the resolutions of the Supervisory Board. Each member of the Supervisory Board shall be sent a copy of the minutes.
- (2) Paragraph 1 also applies for resolutions of the Supervisory Board which are passed outside the meetings.

§ 19

Remuneration of the Supervisory Board

- (1) Each member of the Supervisory Board shall receive a fixed remuneration to the value of € 10,000.00 per year. The Chairperson of the Supervisory Board receives double this amount; the Deputy Chairperson and the Chairperson of the Audit Committee shall receive one-and-a-half times this amount.
- (2) Supervisory Board members who are also members of a committee shall receive an additional annual sum of € 5,000.00. The members of the Nominating Committee, the Chairperson of the Audit Committee and the Chairperson and Deputy Chairperson of the General and Personnel Committee shall not receive any additional remuneration for their work on these committees; paragraph 1, sentence 2 remains unaffected.

- (3) The Company shall reimburse the members of the Supervisory Board for their cash expenses.

Each participating member of the Supervisory Board shall receive an attendance fee of €1,000.00 for attending a meeting of the Supervisory Board. The same shall apply for attendance at meetings of a committee. Meeting attendance shall also include participation in a video or conference call meeting or dial-in to a telephone or video meeting.”

- (4) The Company shall reimburse the members of the Supervisory Board for the value added tax on their remuneration.

§ 20

D&O liability insurance

In future, the Company may conclude a Directors' & Officers (D&O) liability insurance policy for the benefit of the Supervisory Board Members with an appropriate coverage and an excess of at least 10 % of the damages up to at least 1.5 times the fixed annual remuneration.

§ 21

Calling the Annual General Meeting

- (1) The Annual General Meeting is held at the Company's headquarters or in a German town with more than 50,000 inhabitants.
- (2) The Annual General Meeting is convened by the Management Board or, in certain legally required cases, by the Supervisory Board.

- (3) The Annual General Meeting must be convened at least 36 days before the date of the Meeting, excluding the date of the Annual General Meeting and the date of convocation.

§ 22

Conditions for participation

- (1) Only shareholders who have registered for the Annual General Meeting with proof of their shareholdings shall be entitled to participate in the Annual General Meeting and exercise their voting right. The registration form must be received by the Company at the address provided in the invitation, in text form, in German or English, at least six days prior to the Annual General Meeting, excluding the date of receipt and the date of the Annual General Meeting.
- (2) Proof of the right to participate in the Annual General Meeting or exercise voting rights must be provided. This shall require proof of shareholdings in text form from the last intermediary, in accordance with the legal requirements. The proof of shareholdings must refer to the beginning of the 21st day prior to the Annual General Meeting and must be received by the Company at the address provided in the invitation at least 6 days prior to the Annual General Meeting, excluding the date of receipt and the date of the Annual General Meeting. Only those who have furnished proof of their shareholdings in due form and on time shall be deemed shareholders of the Company and be allowed to participate in the Annual General Meeting and exercise their voting right.

§ 23

Voting rights

- (1) Each no-par value share entitles the holder to one vote.
- (2) Voting rights may be exercised by a proxy. The granting of proxy, its revocation and the proof of proxy vis-à-vis the Company require the written form; the invitation to the Annual General Meeting may relax the requirements pertaining to the required form.

§ 24

Chairperson of the Annual General Meeting

- (4) The Chairman of the Supervisory Board or any other member of the Supervisory Board representing the shareholders named by him or her shall preside over the Annual General Meeting. If the member of the Supervisory Board who has assumed the direction of the meeting is unable to attend, the Supervisory Board members representing the shareholders who are present shall elect a person as Chairperson of the meeting.
- (5) The Chairperson of the meeting shall regulate the course of the Annual General Meeting and determine the order of the items to be discussed, the voting as well as the voting procedure.
- (6) The Chairperson may place appropriate limits on the time allowed for shareholders to ask questions and speak.

§ 25

Resolutions of the Annual General Meeting

- (1) Resolutions of the Annual General Meeting shall be passed with a simple majority of the votes cast unless applicable law requires otherwise. In cases where the law demands a majority of the represented share capital in the voting, it is sufficient to obtain a simple majority of the represented share capital, unless the law decrees that a greater majority is demanded.
- (2) In the event of a tied vote the proposal is rejected.
- (3) If a simple majority is not achieved in the first round of voting, a final ballot is held between the two persons receiving the highest numbers of votes. In the event of a tied vote in the second round, the matter is resolved by drawing lots.

IV. ANNUAL FINANCIAL STATEMENTS AND APPROPRIATION OF PROFITS

§ 26

Annual financial statements and discharge of members of executive bodies

- (1) In the first three months of the financial year, the Management Board shall prepare the annual financial statements and management report, as well as the consolidated financial statements and consolidated management report for the financial year just ended and submit them to the Supervisory Board and to the auditor appointed by the Supervisory Board. At the same time the Management Board shall submit its proposal for the appropriation of the balance sheet profit to the Supervisory Board.

- (2) The Supervisory Board shall submit a report to the Annual General Meeting on the results of its examination of the documentation in accordance with Para. 1 and on the results of its examination of the report submitted by the auditor on its examination of the financial statements and the Group statement.
- (3) Once the Supervisory Board's report has been submitted, the Management Board shall immediately call an Annual General Meeting which should then take place within the first eight months of the financial year. This should then pass resolutions to discharge the Management Board and the Supervisory Board, to choose an auditor, to determine the use of the balance sheet profit and, where required by law, to approve the annual financial statement.
- (4) When approving the financial statement, the Management Board and Supervisory Board are authorized to transfer the net income remaining after legally required transfers to reserves and any losses carried forward have been deducted, in part or in full, to other profit reserves. It is not permitted to transfer more than half the net income if the other profit reserves exceed half the share capital after the transfer.

§ 27

Appropriation of profits

In compliance with Art. 58 para. 4 AktG, the Annual General Meeting shall resolve the appropriation of the balance sheet profit in the approved financial statement, taking the proportion of the balance sheet profit into account which is due to the Supervisory Board in accordance with Art. 19.

V. FINAL PROVISIONS

§ 28

Amendments to the Articles of Association by the Supervisory Board

The Supervisory Board is entitled to alter the Articles of Association if such alterations only relate to its wording.

§ 29

Costs of conversion

The Company bears the costs of conversion up to the maximum amount of € 100,000.00.