

CHARTER
of the
HEINRICH J. KLEIN FÖRDERSTIFTUNG

On the occasion of his 70th birthday, Dr. Heinrich J.Klein and Dr. Liesel Klein have decided to establish a foundation and to contribute to the advancement of science by granting scholarships to German and foreign students. The following provisions are applicable to this foundation.

§ 1

The foundation is called **Heinrich J. Klein Förderstiftung** (Heinrich J. Klein Foundation for the Advancement Of Science). The founders contribute amounts of up to DM 1 million. The foundation, however, is also open to contributions made by third parties. The foundation is located in Mainz, Germany.

§ 2

The foundation pursues scientific objectives, exclusively and directly, and is to meet the prerequisites at all times for recognition as a non-profit organization to tax-privileged purposes as defined by a common tax law called *Abgabenordnung*.

In case said legal requirements are changed, the provisions of this charter are to be adjusted if necessary as to ensure achievements of the objectives of furtherance in future as well.

The foundation has no legal capacity.

§ 3

The foundation's objective is to be achieved by making scholarships available to young people who are to be qualified scientifically abroad (Germans outside Germany, non-Germans in Germany).

Support is to be granted preferably to young students who can be expected to give their support in turn, i.e. to cooperate in science on an international level in the sense of the goals defined by the foundation.

§ 4

In order to prevent selection processes from becoming too complex, they are to be limited to regions, i.e. to cities, towns, and surrounding areas, where companies of the Schott Group are located. Accordingly, the procedure is as follows:

German and foreign production units or subsidiaries of Schott Glaswerke are to take turns in being in charge of selecting scholarship recipients; the sequence of production units / subsidiaries responsible are to be put in relation to their number of employees, starting with the largest German unit / subsidiary in that respect and to be followed by the largest foreign unit / subsidiary.

The company in charge of selecting is to provide appropriate information about the foundation's existence and its readiness to award grants for studies overseas in accordance with § 3 and § 7 of present charter, and it is to encourage applications.

A selecting committee, consisting of the director of a unit / subsidiary or the appointed deputy, the elected staff representative (e.g. the works council chair), and two other individuals not associated with the unit / subsidiary, but preferably nominated by the local government administration, is to evaluate the applications received and to present scholarship proposals to the Board of Trustees within the limits of the amount of funds available.

§ 5

Support is provided by awarding scholarships to finance temporary stays overseas as long as they are not promoted through public or private means by other sources.

§ 6

The Board of Trustees is responsible for the foundation's administration. The Board consists of:

- the member of Schott Glaswerke's Board of Management in charge of personnel is to be the Chair
- Schott Glaswerke's manager in charge of "International Transfer"
- Schott Glaswerke's Works Council Chair

If the Board of Trustees members wish to do so, they may appoint regular deputies to represent them in case they should not be available.

Schott Glaswerke's manager in charge of "foreign personnel affairs" is part of The Board of Trustees in an advisory capacity and is also responsible for the foundation's daily business.

§ 7

As far as present charter does not contain certain provisions, the Board of Trustees is to define the more detailed rules for selecting scholarship recipients and the sort of and amount of funds that are to be awarded.

The Board is obliged to adjust the selecting rules according to changing conditions over the years and to conditions resulting from regional differences in such a way that the foundation's objectives are retained at all times when said rules are applied.

The Board is to allocate only those funds that originate from the proceeds of the foundation.

The Board is to determine the amount of funds provided as assistance from case to case.

The Board make its decisions liberally after thoroughly assessing the circumstances. Their decisions are incontestable. There is no right to take legal action.

§ 8

The Board of Trustees is responsible for managing the foundation's assets. The Board is to invest the assets in profitable securities; alternatively, the assets may be entrusted to Schott Glaswerke as a loan at the interest rate of 2% above the German Federal Bank's interest rate.

§ 9

The foundation is to act selflessly; it is not to pursue profitability in its own interest primarily.

Using the foundation's resources is confined to the objectives as defined by present charter. No payments are to be made to the founders or their heirs from the foundation's resources.

No person is to benefit from expenditures contrary to the foundation's objectives nor from excessively high payments.

§ 10

In case of the foundation's dissolution or cancellation, its resources are to be given to the EUROPEAN BUSINESS SCHOOL, Private Wirtschaftliche Hochschule, Postfach, 65355 Oestrich-Winkel, Germany. Decisions concerning future use of said resources are to be implemented only after obtaining the German Tax Office's approval.

§ 11

Any and all resolutions concerning a change of present charter and the foundation's dissolution are to be reported to the appropriate tax office. In case of changes to the charter regarding the foundation's objectives, information concerning tax privileges is to be obtained from the tax office beforehand.

Mainz, September 21, 1993