

Annex Remuneration Policy

The current Remuneration Policy states that the remuneration structure:

- (1) Shall promote the company's interests in the medium- and long-term, and shall not encourage a Management Board member to act in his own interests with disregard to our interests.
- (2) The variable part of the remuneration is designed to support our strategy for value creation and shareholder alignment and to strengthen the board members' commitment to the company and the company's objectives.
- (3) The variable part of a Management Board member's remuneration and that person's personal investment in us (if any) taken together must provide for both short term and long term elements of incentives.

In the light of the current shutdown process of the company, the remuneration policy is implemented in accordance with the following more specific guidelines:

- (1) The overall goal of the Management Board is the conclusion of the shutdown process. The shutdown process is to be managed in a way that for the benefit of all stakeholders the assets are utilised in the most efficient way. Short and long-term goals are therefore focused on the shutdown of the company.
- (2) Given the shutdown process the company no longer strives for growths but as stated for an efficient shutdown of the business. Therefore value creation is being seen as the most efficient utilisation of the assets in the shutdown process.
- (3) See above (1). The long term goal is the conclusion of the shutdown process. Short and long-term goals are therefore focused on the shutdown of the company.

