

Annual General Meeting 2019

27 September 2019, Lippstadt



Agenda Item 9: Remuneration of the Shareholder Committee

The current amount, terms and conditions of the remuneration of the members of the Shareholder Committee were approved by resolution of the General Meeting on November 19, 2010, and have not been modified since then. The remuneration is to be adjusted with effect as of September 28, 2019, in order to continue to ensure a level of remuneration in line with market conditions and degree of responsibility. The intent of this is to account for the increased demands of serving on the Shareholder Committee, in particular as a result of the growth of the company, as well as the development in the remuneration at comparable enterprises.

The General Partner, the Shareholder Committee and the Supervisory Board propose to resolve as follows:

- a) The members of the Shareholder Committee shall receive an annual remuneration in the amount of €120,000. The chairman of the Shareholder Committee shall receive an annual remuneration in the amount of €360,000.
- b) No attendance fees will be paid.
- c) The above provisions apply until a new resolution on the remuneration of the members of the Shareholder Committee is adopted by the General Meeting. For the fiscal year 2019/2020, the provision applies pro rata temporis as of September 28, 2019.