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| 2 Approve the dividend | For |
| 3 Discharge the Executive Board | For |
| 4 Discharge the Supervisory Board | For |
| 5 Appoint the auditors
PricewaterhouseCoopers AG proposed. Non-audit fees were approximately 40% of audit and audit related fees during the year under review. Non-audit fees over a three year basis were approximately 113.3% of audit and audit related fees. This level of non-audit fees may create a potential for conflict of interest on the part of the independent auditor. | Oppose |
| 6 Elect Sari Baldauf | For |
| 7 Re-elect Ulrich Lehner
Independent Non-Executive Chairman. However, there are concerns over his potential aggregate time commitments. | Abstain |
| 8 Amend fees payable to the Supervisory Board
It is proposed to amend fees payable to the Supervisory Board members. It is to be changed from the present remuneration comprising fixed and performance-based components to fixed remuneration plus fixed amounts for committee membership. The amendment shall be entered to the Articles of Association. Thereafter, In addition to reimbursement for cash expenses and value added tax paid on remuneration and expenses, the members of the Supervisory Board shall receive fixed annual remuneration amounting to EUR 70,000. The Chairman of the Board shall receive EUR 140,000, and the Deputy Chairman EUR 105,000. Board members shall receive additional remuneration for work on Board committees as follows: the Chairman of the Audit Committee EUR 80,000, all other Audit Committee members EUR 40,000, the Chairman of the General Committee EUR 35,000, all other members EUR 25,000, the Chairman of another committee EUR 30,000, all other members EUR 20,000. Further, members of the Supervisory Board shall receive an attendance fee amounting to EUR 1,000 for each meeting of the Supervisory Board or its committees attended. As fixed remuneration only is more appropriate to the control function of the Supervisory Board and as fees are not deemed to be excessive, we support the resolution. | For |
| 9 Approve Cancellation of Conditional Capital | For |
| 10 Issue shares without pre-emptive rights | For |
| 11 Approve Control and profit and loss transfer agreement with subsidiary | For |
| 12 Approve Control and profit and loss transfer agreement with subsidiary | For |
| 13 Approve Control and profit and loss transfer agreement with subsidiary | For |

14 Approve Control and profit and loss transfer agreement with subsidiary

For

15 Approve Control and profit and loss transfer agreement with subsidiary

For