



Remuneration Report 2015

Remuneration Plan FY2016

Performance Share Plan

Annual General Meeting 31 March 2016

Remuneration 2015



- The annual remuneration has been determined by the Supervisory Board within the scope and limits of the Remuneration Policy, adopted by AGM on March 27, 2015
- The total remuneration package of the members of the Executive Board is described in detail in the Remuneration Report (published via Company website on February 17, 2016)

	CEO	CEO	CFO	CFO
<i>Short Term benefits</i>	<i>2015</i>	<i>2014</i>	<i>2015</i>	<i>2014</i>
Remuneration	234	216	175	146*
Bonus	60	25	50	25
Total	294	241	225	171

Remuneration plan 2016



Base salary	CEO unchanged CFO +25k
Annual performance based bonus	Max 75% of base
A Short Term incentive (max 50% of base) 30% EBITDA 10% Personal targets 10% Incremental performance	
B Long Term incentive (max 25% of base) Conditional award of performance shares	
Pension	CEO nihil CFO 25k (unchanged)

Performance Share Plan



- **Key elements of the Performance Share Plan are:**
 - Open to the Executive Board, the Management Team and other Key Employees
 - Shares are conditionally granted only, subject to The Performance Share Plan
 - Conditions to be met are based on realized targets tied to TIE Kinetix' Strategy and Innovation
 - Targets are determined by TIE Kinetix Supervisory Board and are auditable
 - Vesting period is 1/3 per year for a three years period
 - After vesting a two year lock up period applies

To be voted on:

- **Authorization for the Executive Board regarding the issue of shares and rights to acquire shares (options, warrants, convertibles), up to a maximum of 3% of the issued capital, to execute the Performance Share Plan and the restriction or exclusion of preemptive rights, all for a term of 3 years**