Arrangements made with Mr. Darner

As announced, Mr. Darner will step down from the Board of Management with effect from the Annual General Meeting on April 26, 2013. As a consequence, his employment contract with the company will be mutually terminated with effect as of April 30, 2013. Mr. Darner (who would otherwise have retired per April 30, 2014) and the Supervisory Board came to this decision in order to facilitate an orderly succession. In such a case, members of the Board of Management are entitled to their “fixed” remuneration component (base salary plus fixed available pension premium) until the date of regular retirement. Mr. Darner, being an expatriated member of the Board of Management, will further receive repatriation support in 2013 which he would otherwise have received in 2014 upon regular retirement.

Arrangements made with Mr. Gunning

As announced, Mr. Gunning will also step down from the Board of Management with effect from the Annual General Meeting on April 26, 2013. This marks the end of his employment contract with the company after having reached the retirement age. No further arrangements have been agreed with Mr. Gunning.