

Main terms and conditions of engagement CEO as per 1 December 2019

Term	Four-year term from 1 December 2019 and ending on 1 December 2023
Base salary	The annual gross base salary amounts to EUR 550,000 and is not subject to indexation
Short-term incentive	<ul style="list-style-type: none"> - The short-term incentive for at-target performance will amount to 60% of the annual gross base salary - The short-term incentive is maximized at 90% of the annual gross base salary - The short-term incentive financial and non-financial performance criteria are determined and measured in accordance with the applicable Executive Board Remuneration Policy -
Long-term incentive	<ul style="list-style-type: none"> - The long-term share based incentive for at target performance will amount to 60% of the annual gross base salary - The long-term share based incentive is maximized at 90% of the annual gross base salary - The long-term incentive performance criteria and related performance incentive zones are determined and measured in accordance with the applicable Executive Board Remuneration Policy
Severance Payment	Severance payment is maximized at one year's gross annual base salary in accordance with the applicable Executive Board Remuneration Policy
Pension	Kendrion will bear the costs of contributions for the retirement pension and risk premiums for partner pension and disability cover and annually makes a maximum gross amount of EUR 75,000 available for this purpose, which amount may be adjusted based on market developments
Other components	Fringe benefits such as, amongst others, mobile phone, expense allowance and travel allowance