

## Determination of the remuneration of Shareholders' Representatives for 2021, as set out in the agenda, item d.1.

Motion proposed by the Supervisory Board to adjust the remuneration of Shareholders' Representatives, as set out in Art. 15(5) of the Articles of Association:

	2021	2020
Shareholders' Representatives, chairman	90,000	90,000
Shareholders' Representatives, deputy chairman	30,000	30,000
Shareholders' Representatives, member of chairmanship of election regions	90,000	90,000
Shareholders' Representatives, other members of chairmanship of election areas	30,000	30,000
Shareholders' Representatives, ordinary member	6,000	6,000