

General compensation policy

Brødrene Hartmann A/S wants to attract, retain, motivate and develop the best qualified employees for all positions in Hartmann. Furthermore, Hartmann wants to promote both short and long-term goals to safeguard Hartmann's interests and to give all employees an incentive to create sustainable shareholder value.

In support of this goal, Hartmann aims to offer merit- and market-based salaries, wages and benefits at a competitive and reasonable level and in line with local labour market conditions and requirements.

Variable compensation may be offered to employees at an executive level and key employees in accordance with Hartmann's general guidelines for incentive pay adopted by the shareholders in general meeting and available for download on investor.hartmann-packaging.com.

The general compensation policy was approved by the Board of Directors on 12 November 2013.