



RHI AG

Vienna, FN [Business Register Number] 103123 b

**Proposals for resolution made by the Management Board for the
37th ordinary shareholders' meeting on
4 May 2016**

- 1. Presentation of the annual financial statements including management report, the proposal for appropriation of the profit, the corporate governance report, the report made by the Supervisory Board on the financial year 2015, the consolidated financial statements for 2015 and the group management report for the financial year 2015.**

No resolution on this item on the agenda is required.

- 2. Resolution on appropriation of the net profit for the year.**

The Management Board proposes that dividends of EUR 0.75 per (dividend-bearing) share (which would be a total of EUR 29,864,279.25 at the moment) be distributed out of the profit for the year as per the annual financial statements for 2015 in the amount of EUR 613,589,047.27, and that the residual amount (EUR 583,724,768.02) be carried forward.

Dividends become due for payment on 17 May 2016; the ex-dividend date is 11 May 2016.

- 3. Resolution on approval of the actions of the Management Board members for the financial year 2015.**

The Management Board proposes that the actions of the members of the Management Board who acted in the financial year 2015 be approved for that period.

- 4. Resolution on approval of the actions of the Supervisory Board members for the financial year 2015.**

The Management Board proposes that the actions of the members of the Supervisory Board who acted in the financial year 2015 be approved for that period.

- 5. Election of the auditor and group auditor for the financial year 2016.**

For this item on the agenda only the Supervisory Board shall make a proposal.

6. Resolution on remuneration of the Supervisory Board members for the financial year 2015.

The Management Board proposes that the remuneration of the members of the Supervisory board of RHI AG for the financial year 2015 be fixed as follows (without changes compared to 2014):

- EUR 20,000 for Supervisory Board members,
- EUR 35,000 for the deputy chairperson,
- EUR 35,000 for the chairperson of the audit committee and
- EUR 50,000 for the chairperson of the Supervisory Board, *pro rata temporis*, if applicable.

The attendance fee for the financial year 2015 is fixed at EUR 700 for each Supervisory Board member for every Supervisory Board meeting attended and at the same amount for each committee member for every meeting of any of its committees attended.

7. Elections to the Supervisory Board

For this item on the agenda only the Supervisory Board shall make a proposal.

8. Resolution on the authorisation of the Management Board

- (a) to acquire treasury shares as defined in Section 65 (1) No. 4, (1a) and (1b) of the Austrian Stock Corporations Act [Aktiengesetz/AktG] both via the stock exchange and over the counter in the amount of up to 12,000 no-par value shares, including by exclusion of the pro-rata right of disposal which may result from such an acquisition (reversed exclusion of subscription right),**
- (b) to resolve for disposal or use of treasury shares, pursuant to Section 65 (1b) AktG, on a way to dispose of them other than via the stock exchange or by a public offering by applying the regulations on exclusion of the subscription right of the shareholders *mutatis mutandis*.**

At the shareholders' meeting of RHI AG on 8 May 2015 a resolution was passed on item 8 on the agenda by which the Management Board was authorised to acquire up to 12,000 treasury shares in accordance with Section 65 AktG under the staff participation scheme. The authorisation has been fully exhausted already and can therefore not be used to buy back treasury shares anymore.

Accordingly, the Management Board proposes that the shareholders' meeting resolve on item 8 on the agenda of the shareholders' meeting of RHI AG of 4 May 2016 in connection with the continuation of the "4+1 staff participation scheme" as follows:

- (a) Pursuant to Section 65 (1) No. 4, (1a) and (1b) AktG the Management Board shall be authorised to acquire no-par value bearer shares of the Company in the amount of up to 12,000 no-par value shares at the stock market price on the day on which the authorisation is exercised both via the stock exchange and over the counter during a term of thirty (30) months from 4 May 2016. Trading in treasury shares shall be excluded as the purpose for the acquisition. The authorisation may be exercised in whole or in part or in several tranches by the Company, a subsidiary (Section 228 (3) of the Austrian Business Code [UGB]) or by third parties for the account of the Company. The Management Board of RHI AG can resolve on acquisition via the stock exchange, but the Supervisory Board must be notified of a resolution to that effect afterwards. Over the counter acquisition is subject to the Supervisory Board's prior approval.
- (b) Pursuant to Section 65 (1b) AktG the Management Board shall be authorised for a duration of five years from 4 May 2016 to resolve on a way to dispose of or use treasury shares other than via the stock exchange or a public offering subject to the Supervisory Board's approval, applying the regulations on exclusion of the subscription right of the shareholders *mutatis mutandis*, and to define the terms and conditions of such dispos-

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al. The authorisation may be exercised in whole or in part or in several tranches by the Company, a subsidiary (Section 228 (3) *UGB*) or by third parties for account of the Company for the purpose of implementation of a plan for staff participation for issuing shares to staff and executive employees of the Company and to members of the management, executive employees and staff of affiliated companies of the Company (continuation of the "4+1 staff participation scheme").

9. Resolution on the amendment to Article 8 (1) 1st sentence of the Articles of Association.

The Management Board proposes to amend the 1st sentence of Article 8 (1) of the Articles of Association of RHI AG to the effect that it shall now read as follows:

"The Management Board shall consist of two, three, four, five or six persons."

For the rest, Article 8 (1) remains unchanged.

Vienna, 4 April 2016

The Management Board