

AGREEMENT BETWEEN SCHILLING AND DR. FRANZ KREJS

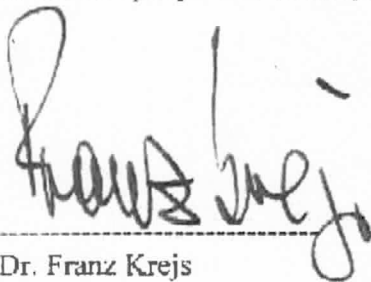
When the schilling group invested in BIA Separations GmbH in 2007 Mr. Schroll, the managing director, decided to take only an observer seat on the Shareholders Committee (SC) because he anticipated that he would not have the time to regularly attend the SC meetings. Since Mr. Schroll because of other commitments could not attend the SC meetings he asked Dr. Krejs at the beginning of 2009 to take on the observer role for him and inform him of the gist of the meetings and important developments.

An agreement was made to compensate Dr. Krejs for this service. To avoid any conflict of interest the agreement was designed such that the interest of Dr. Krejs is fully in line with the interests of the other shareholders.

The conditions of the agreement are:

- The compensation of Dr. Krejs pertains to equity investments by the schilling group. (When subsequently venture loans were granted by the schilling group it was agreed that these are not part of the agreement)
- The compensation is entirely success based. Success is defined as the net profit (exit proceeds minus invested capital) at a successful exit
- No compensation is paid to Dr. Krejs until a successful exit is achieved
- In case of a successful exit Dr. Krejs receives a variable percentage of the net profit on the schilling equity investment. The percentage depends on the number of years Dr. Krejs performed the service described above and amounts to one percent per year

In this arrangement the interest of Dr. Krejs and of the other shareholders, i.e. maximization of the company value at exit, are fully aligned.



Dr. Franz Krejs



Josef Schroll
Managing Director
Schilling Treuhand GmbH

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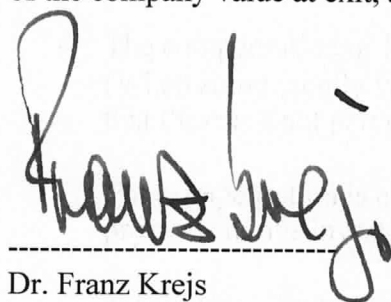
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