

	Performance criteria	Link to strategy
Annual bonus	Organic operating EBITA	Organic operating EBITA reflects the key performance indicator in the course of operationalizing Brenntag's strategy. It can take into account the different depreciation profiles and thus differentiated strategic steering of Brenntag's divisions.
	Working capital turnover	Working capital turnover is a key performance indicator for Brenntag to ensure efficient deployment of capital. As an important cashflow indicator, it helps to determine the state of Brenntag's liquidity.
	Earnings per share	Earnings per share is a key indicator for measuring Brenntag's shareholder value.
Performance share plan	Relative total shareholder return (TSR)	The TSR is a key indicator for our shareholders. The TSR reflects the change in the value, i.e., the return, of the Brenntag share. A relative comparison ensures that investing in Brenntag shares is more attractive than investing in the shares of its competitors.
	ROCE	ROCE is a key performance indicator for Brenntag's return on capital.
	ESG	For each tranche, the Supervisory Board defines ambitious ESG targets based on Brenntag's sustainability strategy.