



PYRUM



# Pyrum Innovations AG

Pyrum Innovations AG

Annual General Meeting 2024

18.07.2024 / Start 10:00 o'clock

## Disclaimer

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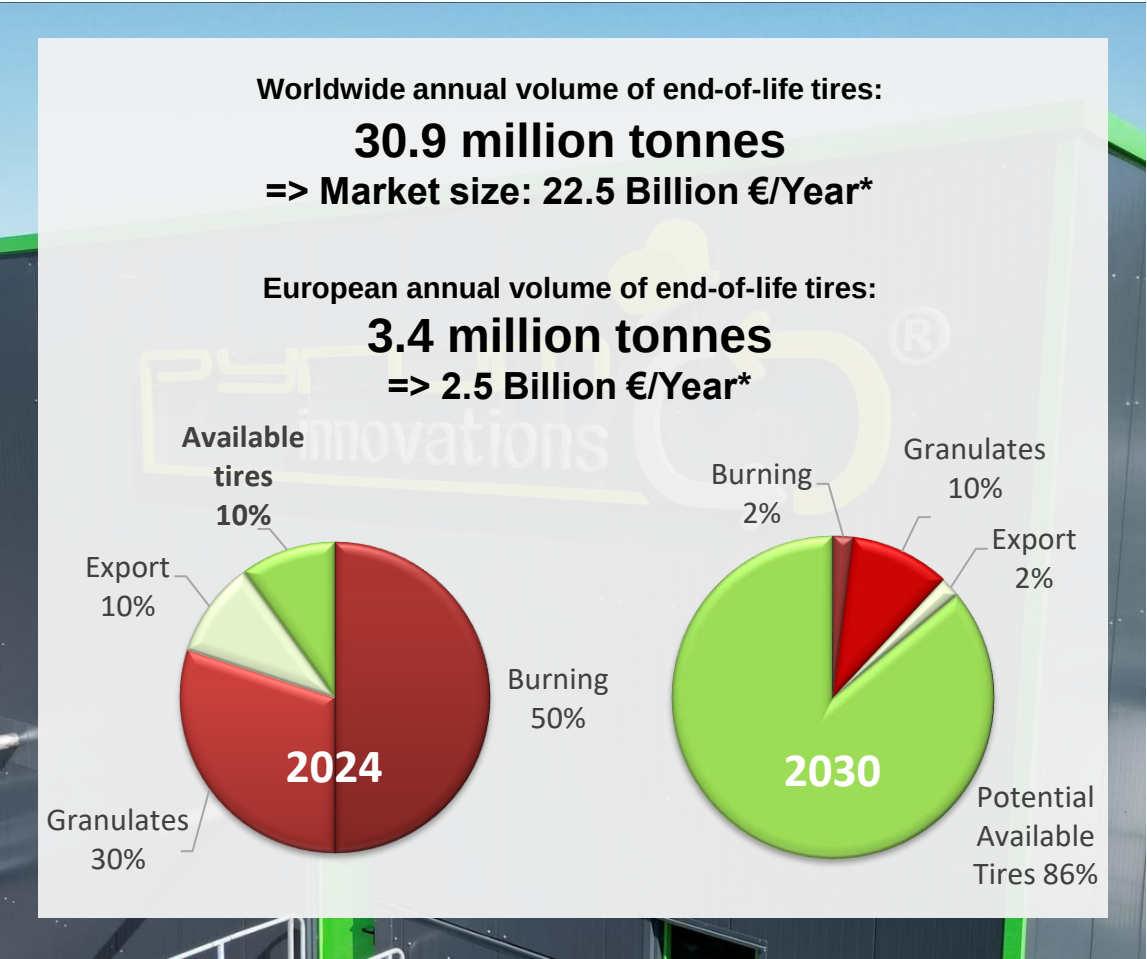
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# Global End-of-Life-Tire (ELT) market accounts for approx. 30.9 mt p.a.

... as tightening regulatory environment forces countries and corporates to take action

## Global ELTs Market comparison 2024 to 2030 (estimations Pyrum)



\* Based on 100 €/ton Gatefee, 250 €/ton Steel, 550 €/ton Pyrum Oil and 1.200€/ton rCB

## Tightening regulatory environment

- Landfill Ban**  
 The landfill of End-of-Life-Tires and shredded tires is prohibited  
 EU Flag
- Ban on incineration**  
 Prohibition of burning rubber products  
 Prohibited the use of shredded tire granulate outdoors  
 Belgium, Norway, Sweden, Finland
- Ban of Rubber granulates**  
**Summer 2023:** EU has decided to forbid the use of rubber granulates for certain uses (microplastics) => 30 % of used tires are used for this purpose  
 NEW
- OEM Audits are requiring circularity grades**  
 The market is pushing for new raw materials  
 EU Flag
- Increasing cost of CO<sub>2</sub>**  
 Burning tires becomes more and more expensive  
 EU Flag

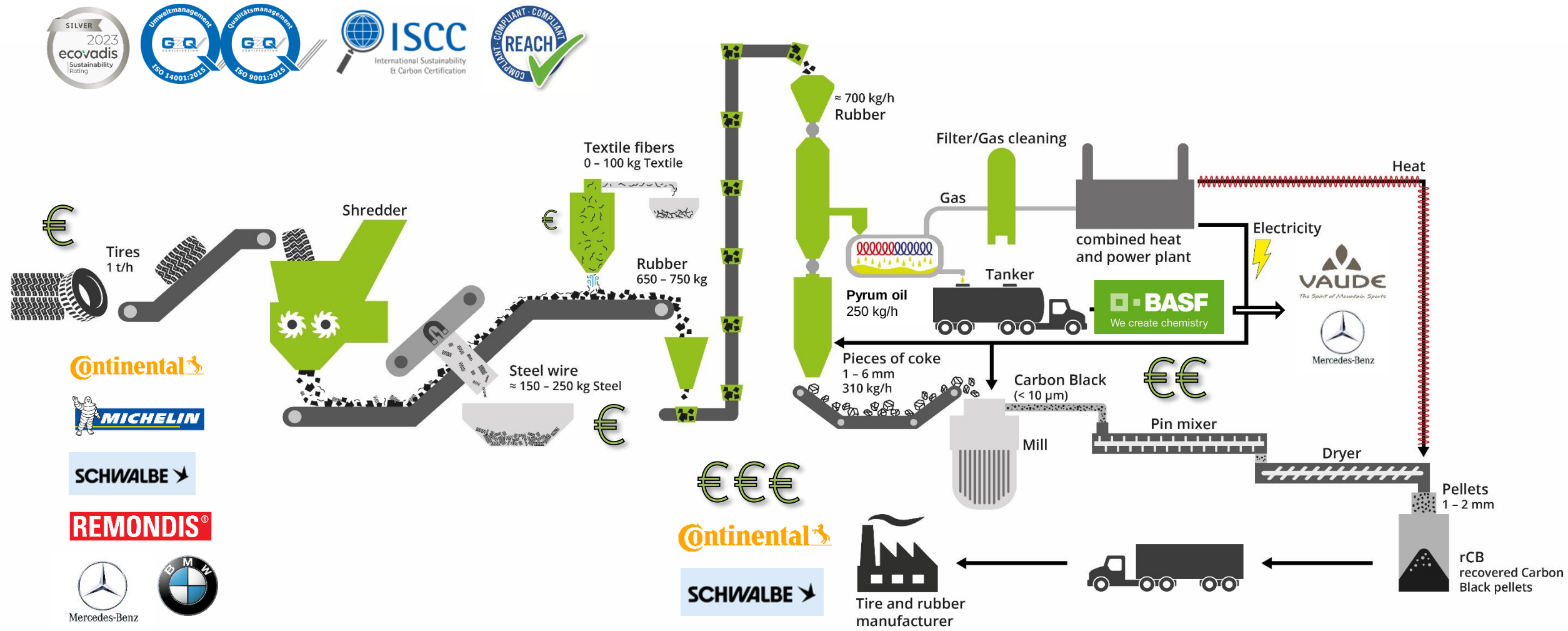




# Pyrum offers patented technology with strong value proposition...

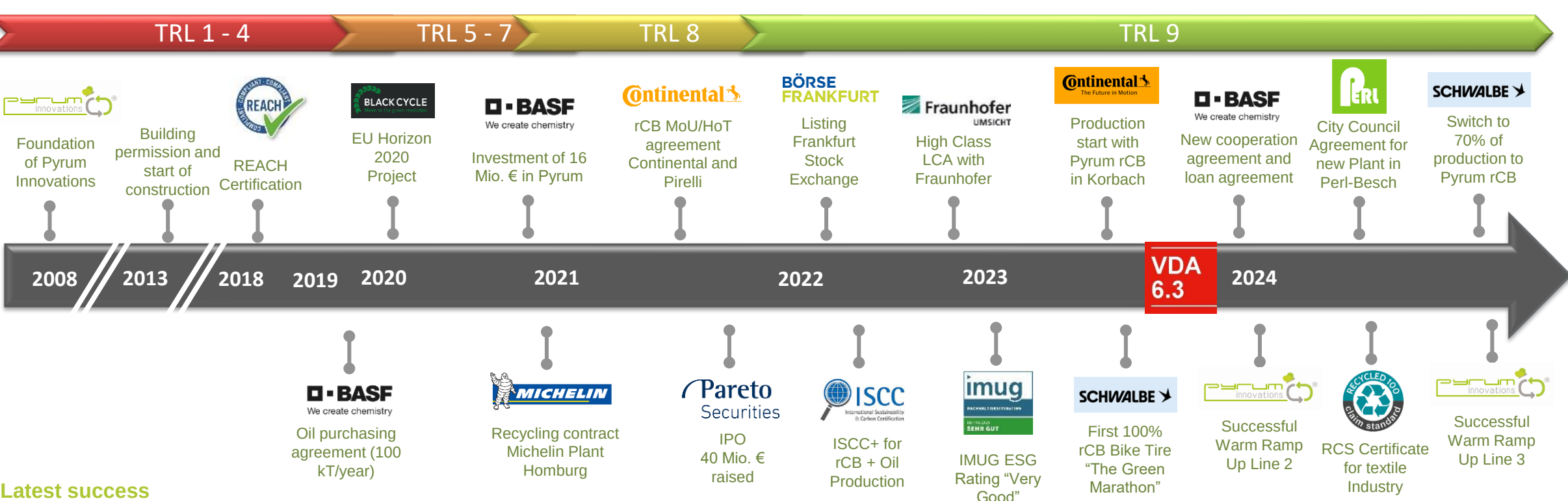
... converting rubber into several high value chemical products – thermolysis oil, carbon and gas

## How Pyrum creates value



# Our history in short with TRL (Technical Readiness Level)

## Key milestones



## Latest success

**Production start with Pyrum rCB at Continental in Korbach**

**50 Mio. € new Loan Agreement for Roll Out financing**

**Schwalbe switches 70% of entire production to Pyrum rCB**

**Transformation from Start-Up to Automotive Supplier**



# The last important Milestone to close the loop: rCB

No rCB can be sold to the market without those certificates

Pyrum was transformed from a Start-Up to a certified Automotive supplier in 1 year!



## Received certificates:

- Ecovadis: Silver Status
- VDA 6.3: Continental, Pirelli, Hankook, Mercedes, BMW
- ISCC+ for Oil and rCB
- ISO 9001, ISO 14001
- Completely new Company structure and staffing

## Milestone:

- First official rCB delivery in April 2023
- First „in Spec“ production since June 2023
- Stable „in Spec“ production since September 2023
  - **ESSENTIAL for Order of new Line!**
  - **Price drop from EUR 12 Mio. to EUR 6 Mio. (incl. Supplier Guarantees)**



**Carbon (TCU)**  
0,5 - 5 mm

milling



**Milled rCB**  
10 - 14 µm

pelletizing



**rCB**  
0,8 - 2 mm  
Hardness 35 – 50 cN



# Important rCB Milestones, Quantity increase required

*rCB is ready, we just need more of it!*

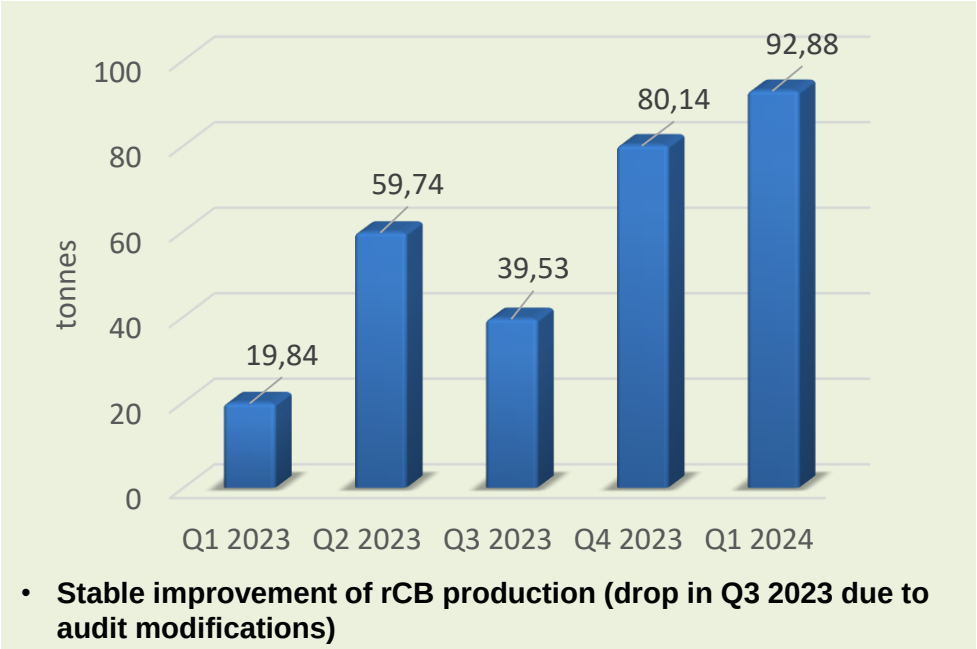
## Turnover importance per product stream

| Turnover Type | Turnover/ Plant | TAD 1 capacity <sup>1</sup> | TAD 2 Capacity     |                        |
|---------------|-----------------|-----------------------------|--------------------|------------------------|
|               |                 |                             | Today <sup>1</sup> | Est. 2025 <sup>1</sup> |
| Gate fee      | 19 %            | 65 %                        | 80 %               | 100 %                  |
| Steel         | 10 %            | 65 %                        | 80 %               | 100 %                  |
| Oil           | 18 %            | 65 %                        | 80 %               | 100 %                  |
| Textile       | 1 %             | 65 %                        | 80 %               | 100 %                  |
| rCB           | 52 %            | 20 % <sup>3</sup>           | 0 % <sup>2</sup>   | 100 %                  |

<sup>1</sup> Technically possible hourly capacities, compared to Pyrum Serial Line , <sup>2</sup> Under Construction. <sup>3</sup> Capacity limit reached

- ⇒ The rCB sales represent more than 50% of the revenues of a plant
- ⇒ Turnover will only increase significantly once higher rCB volumes can be produced => **New line is ordered**

## rCB Ramp Up from Mill and Pelletizer 1 (Q1 23 – Q1 24)



- **Stable industrial deliveries to Continental and Schwalbe since 2023**
- First real products have entered the market in 2023 and demand is strongly rising
- **The Technology, developed in the last 2 years together with Continental, runs stable, reliable and produces automotive quality**
- New Mill and Pelletizing is designed according to facts = **new Pin Mixer is > 5 times bigger**
- **Long term rCB Offtake Agreements are under negotiation**





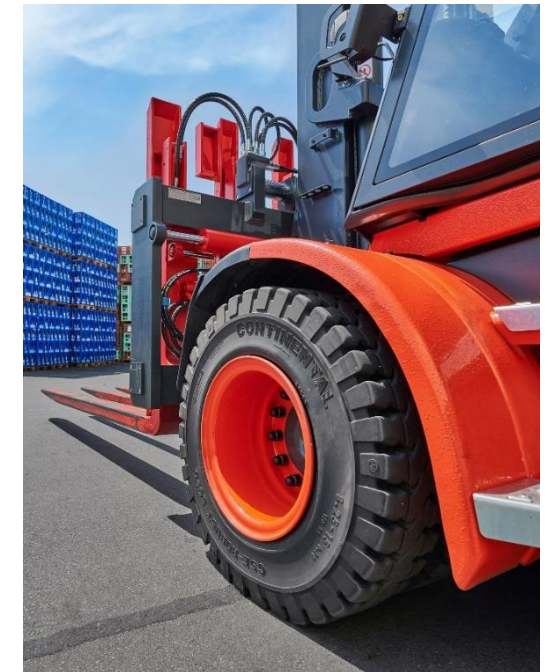
# rCB real applications of circularity

... areas of use that are already in operation

Continental solid tires in sale since September 2023



- Production of Continental solid tires, in the Continental Plant in Korbach (Germany), has started in calendar week 23 2023.
- Continental has announced: latest in 2050 all Continental products will be 100% made of circular materials. So rCB is unavoidable.
- The JDA between Continental and Pyrum works hardly on the increase of rCB use in rubber formulas at Continental.



Quelle: Continental Press release 12.09.2023





# rCB real applications of circularity

... areas of use that are already in operation

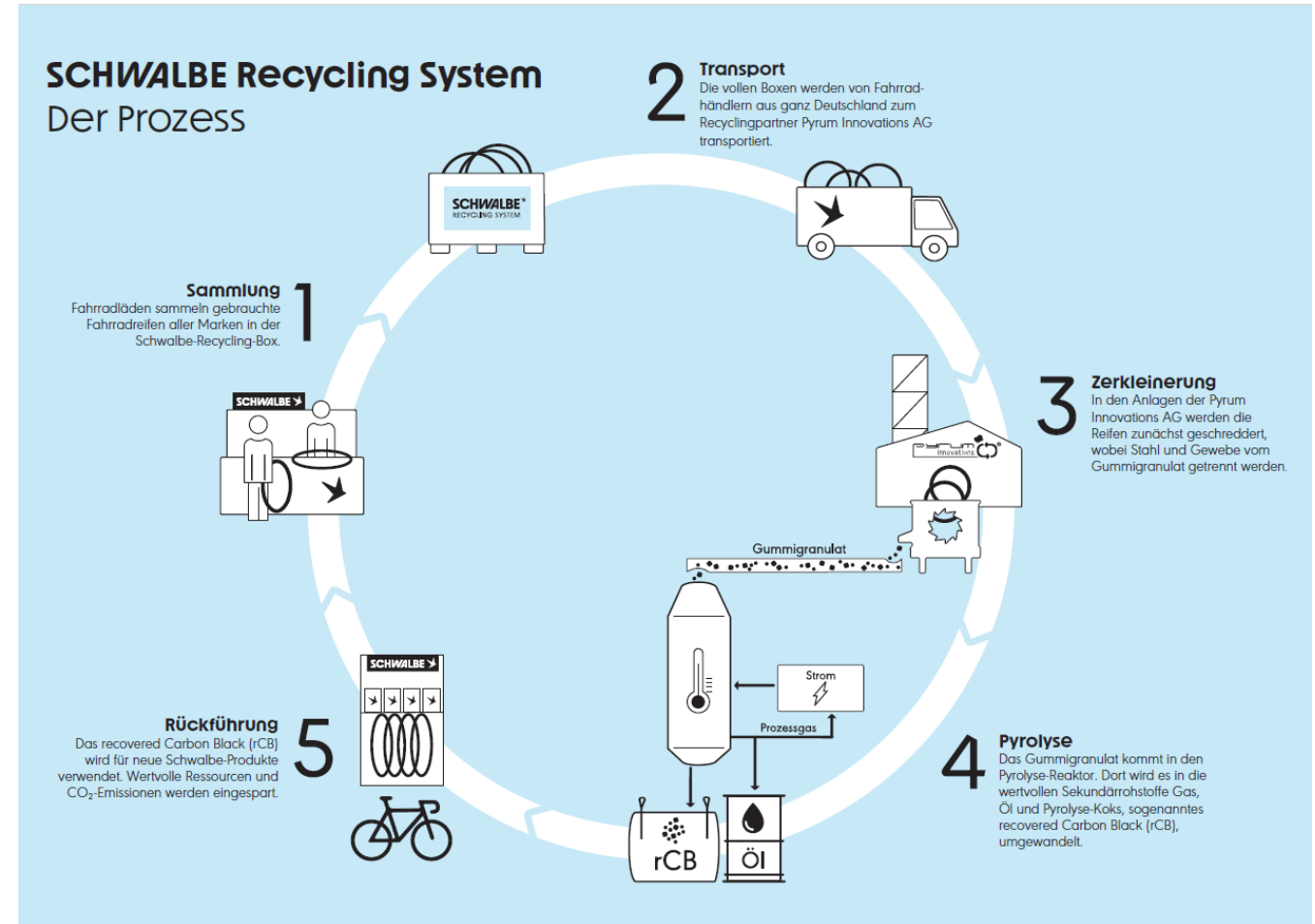
Schwalbe Recycling System



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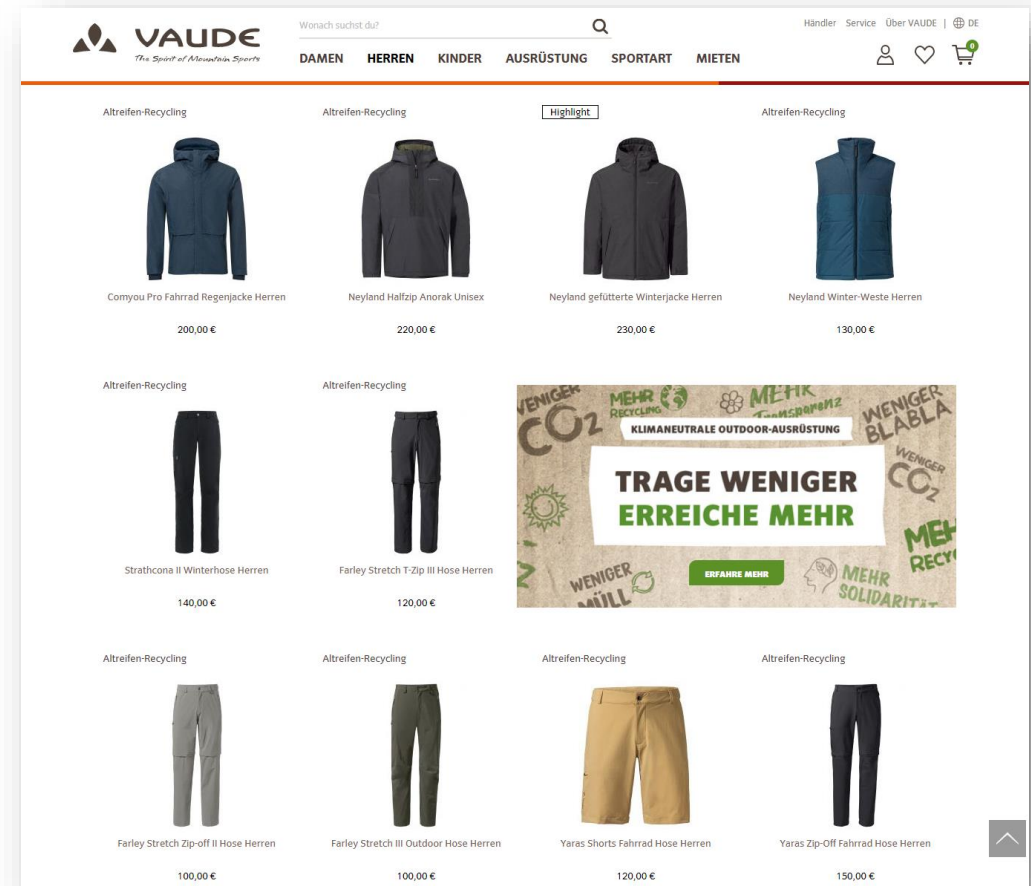


- More than 1,800 bike stores in Germany are participating = almost 1/3 of German market.
- The first 100% Pyrum rCB tire was released at EUROBIKE in June 2023.
- To date, 940,000 bicycle tyres have already been recycled and returned to the cycle.
- Schwalbe switches 70% of its tire production to Pyrum rCB.



Source: Schwalbe





**Source:** <https://www.vaude.com/de-DE/Herren/Beliebt-Neu/Altreifen-Recycling/>

# Real applications of circularity

... areas of use that are already in operation

## Mercedes-Benz door handles



Source: Mercedes Benz Group AG





# Building Site of Pyrum Unit 2 and 3 in Dillingen

## Impressions

Status quo lines 2 + 3 (27 June 2024)



-  **Eldan Shredder:**  
6 to/h tire input =  
600 car tires/h
-  **Pyrum Reactor 2+3**  
725 kg/h per reactor
-  **Gas Turbines:**  
5 Turbines with  
150 kW/e each
-  **Exhaust gas washer:** including  
water treatment
-  **Hosokawa Mill and Pelletizer:** 1.650  
kg/h input capacity
-  **Oil Storage:**  
2 x 60.000 Liters  
underground
-  **Pyrum Control Room:** for 3  
parallel operators



# Building Site of Pyrum Unit 2 and 3

## Impressions

### New Power Plant and Thermolysis Unit



### Details about Pyrum Unit 2 and 3

- **Start of building** : November 2021
- **Size of building site:** 8.000 m<sup>2</sup>
- **Production capacity:** up to 6 Tons of used tires per hour (10.000 tires per day)
- **Finished Parts of the Construction:**
  - Buildings: Finished since 11.2022 ✓
  - Power, Water and Energy Supply: Finished since 01.2023 ✓
  - Control Room and Social Building: Finished since 04.2023 ✓
  - Shredding Plant for 6 to/hour: Finished since 04.2023 ✓
  - Construction of Thermolysis Unit 2+3: Finished since 04.2023 ✓
  - End product Storage: Finished since 04.2023 ✓
  - Cabling and controls Unit 2+3: Finished since 05.2023 ✓
  - Power Plant (Gas to Energy): Finished since 09.2023 ✓
  - Cold ramp up: Finished since 10.2023 ✓
  - Start of warm ramp up: Started in Nov. 2023 ✓
  - New Mill and Pelletizer: 2024 / 2025 ✓
- **Building time:** 23 months (Planned 18 months)
- **Delay:** 5 months (under the current supply chain conditions + COVID 19)

# Extensive project pipeline due to attractive framework conditions

Demand is higher than capacity; projects are partly far advanced or have been started procedurally

## Project status

|       | Project Nr. | Country       | Partner/Site            | General Terms Agreed / LOI | Contract / Pre-Engineering signed | Building site Secured / identified | Capital partly secured | Authorisation in process | Operative Company created |  |
|-------|-------------|---------------|-------------------------|----------------------------|-----------------------------------|------------------------------------|------------------------|--------------------------|---------------------------|--|
| 100 % | 1           | Germany       | Saarland                | ✓                          | ✓                                 | ✓                                  | ✓                      | ✓                        | ✓                         |  |
| SPV   | 2           | Greece        | Athen „Thermo Lysi SA “ | ✓                          | ✓                                 | ✓                                  | ✓                      | ✓                        | ✓                         |  |
| SPV   | 3           | Cech Republic | Sokolov                 | ✓                          | ✓                                 | ✓                                  | ✓                      | ✓                        |                           |  |
| SPV   | 4           | Germany       | Bremen                  | ✓                          |                                   | ✓                                  | ✓                      | ✓                        |                           |  |
| EXT   | 5           | UK            | SUEZ UK                 | ✓                          | ✓                                 | ✓                                  | ✓                      | ✓                        |                           |  |
| SPV   | 6           | Germany       | Revalit GmbH, Bayern    | ✓                          | ✓                                 |                                    | ✓                      |                          | ✓                         |  |
| SPV   | 7           | Germany       | Emleben                 | ✓                          |                                   | ✓                                  | ✓                      | ✓                        |                           |  |
| 100 % | 8           | Germany       | Hessen oder NRW         | ✓                          |                                   |                                    |                        |                          |                           |  |
| SPV   | 9           | ...           |                         |                            |                                   |                                    |                        |                          |                           |  |
| SPV   | 10          | DE & Europe   | Unitank 2-10            | ✓                          |                                   |                                    |                        |                          |                           |  |
| SPV   | 11          | Sweden        | Billingsford            | ✓                          | ✓                                 | ✓                                  |                        |                          | ✓                         |  |

Remarks: (1) The list of projects represents a selection, not the complete project pipeline.  
 (2) The order of the projects represents the currently planned realisation sequence. Changes over time are possible within the framework of the individual approval procedures.





# Attractive plant economics is the enabler for the rapid roll-out

Due to NDAs we cannot give exact prices for end products

Estimated plant economics – operating at 20,000 tonnes p.a. capacity

|                                                    |               |   |             |                     |
|----------------------------------------------------|---------------|---|-------------|---------------------|
| <b>1 Total revenues, end-products and gate fee</b> |               |   |             | <b>EUR ~ 17.5 m</b> |
| Gate fee                                           | EUR 100/ton   | x | 22,700 tons | EUR ~ 2.3 m         |
| Steel                                              | EUR 300/ton   | x | 5,675 tons  | EUR ~ 1.7 m         |
| Oil<br>(Range 550-750)                             | EUR 650/ton   | x | 4,563 tons  | EUR ~ 3.0 m         |
| rCB<br>(Range 1.200-1.800)                         | EUR 1.500/ton | x | 7,072 tons  | EUR ~ 10.6 m        |
| Gas                                                | Used          | x |             |                     |
| Heat / Energy                                      | used          | x |             |                     |
| <b>2 Direct costs</b>                              |               |   |             | <b>EUR ~ 2.6 m</b>  |
| <b>3 OPEX</b>                                      |               |   |             | <b>EUR ~ 4,9 m</b>  |
| <b>4 EBITDA</b>                                    |               |   |             | <b>EUR ~ 10,0 m</b> |
| <b>4 Investment<sup>(1)</sup></b>                  |               |   |             | <b>EUR ~ 50 m</b>   |
| <b>3 Payback EBITDA basis</b>                      |               |   |             | <b>~ 5,0 years</b>  |

The forward-based information on this slide is shown as an example of a possible future development and is therefore solely for illustrative purposes. Such figures are based on multiple assumptions and there are no agreements entered into to support development illustrated. Such figures are not estimates or forecast and should therefore not be relied upon. Actual figures may therefore deviate materially.



Roll Out breakthrough:

## NEWS: NEW CONTRACT WITH BASF signed 15.11.2023

- **Goals of the contract:**
    - Support the Pyrum Roll Out plan
    - New guaranteed prices for Oil and rCB
  - BASF Grants Pyrum a **Loan of up to 50 Mio. €**
  - **25 Mio. € of the Loan:** are directly available
  - **25 Mio. € or the Loan:** are available as soon as Pyrum gets 50 Mio. EUR investment in new Pyrum plants
  - **What counts in these 50 Mio. € that Pyrum needs to acquire to unlock the 2<sup>nd</sup> tranche of 25 Mio. € from BASF?:**
    - Loans from Banks or Investors
    - Bonds
    - Capital increase
    - Investment from partners in SPVs. Ex.: If Remondis invests 28 Mio. EUR in a Pyrum plant, these 28 Mio. € count in the 50 Mio. €
- Enables to invest **100 Mio. €** in Plants in the next 3 year!
- Goal is that Pyrum becomes bankable and receives Project financing in the next step



# Financing elements

*The right way is the right combination of financial elements*

## Loans

### Already secured:

#### 50 Mio. EUR loan from BASF to use for:

- Purchase of long lead items for Perl/Besch
- Maximum 50% of the next 100% Pyrum owned plant can be financed with this loan
- Minimum 3 Plants must be supported in order to be realised
- It is planned to invest about 14 Mio. EUR in the Joint Venture with Remondis

### In negotiation:

#### Project financing of 70 to 100 Mio. EUR from Banks

- **First non binding offers are on the table.**
- Conditions are getting reasonable
- A minimum of **30% Equity per plant is always required**
- To Unlook the project financing we need for each **project FID, meaning:**
  - Building site and Operation Permit
  - End product offtake secured for 10 years (important Milestone!)
  - Equity secured
- This Money can not be invested in the development and R&D in Pyrum

### Other possibilities:

- **Bond:** Current market conditions are not favorable.
- **Venture Debt:** Far to expensive in our days > 15 % interest rates

### Add – ons:

- **Pre-Sales of future production:** Selling Products that have not been produced yet and will be produced in future plants = Realistic Model under negotiation with 2 Partners
- **Subsidies:** Pyrum is making efforts in many areas to get Local, national and European Subsidies. Pyrum has received 3,5 Mio. EUR Subsidies for TAD 2+3 in Dillingen.

## Equity

### In order to get Equity there are several options:

#### Why Equity?:

- Secures Pyrums growth, stability and capacity to innovate. Equity means participation in new patents developed with partners (Ex. JDA Continental)
- Pyrum can participate with higher shares in SPV/Joint Venture plants.
- Important parts of capital increase can be used to invest in new plants and therefore increase the value of Pyrum

#### Possibilities:

- **Equity Investment in Pyrum: Classic capital increase in Pyrum Innovations AG**
- **Sale of existing Pyrum Equipment. Ex. Sell and lease Back.**
- **Equity Investment in Pyrum Projects: Typical infrastructure fund model**
  - Infrastructure funds like to open “**Project Corporates**”, so called “**OpCo’s**”
  - **OpCo’s are financed with equity and loans** from the infrastructure funds
  - Pyrum can have a little part in these OpCo’s as an incentive for the good operation.
  - This quick roll out model can generate quick revenues in Pyrum AG = Generates Cash for Equity investments in Projects.
  - Pyrum could open Op Co’s, find building sites and does the permitting and then sell parts of the Op Co’s to infrastructure funds= higher share in Op Co for Pyrum or Liquity for Pyrum for new Equity investments



# Human Resources

*Staff expansion in the last 12 months*



## Important jobs were filled

- Project management
- Sales
- Accounting
- Industrial employees
- Engineers



## What we do for our Staff

- Company pension plan supported by Pyrum
- Company health insurance
- Gym supported by the company
- “Job Rad”: Company Bicycle
- Shares for Employees
- Flexible work times
- Corporate Benefits

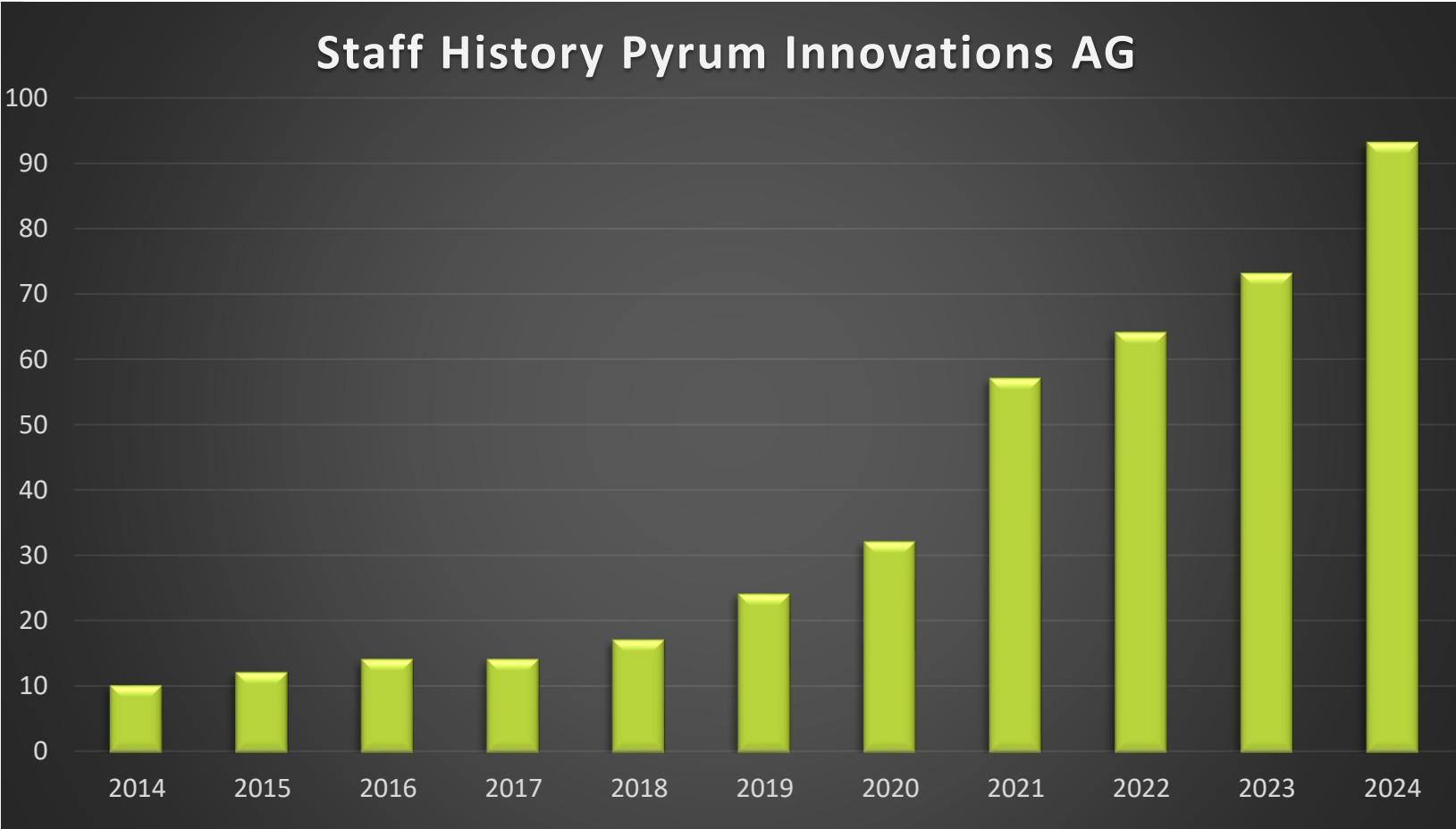
**Further jobs will be created as part of the expansion**



# Human Resources

*Personnel growth in the last ten years*

**Constantly growing  
number of employees  
as part of the expansion**

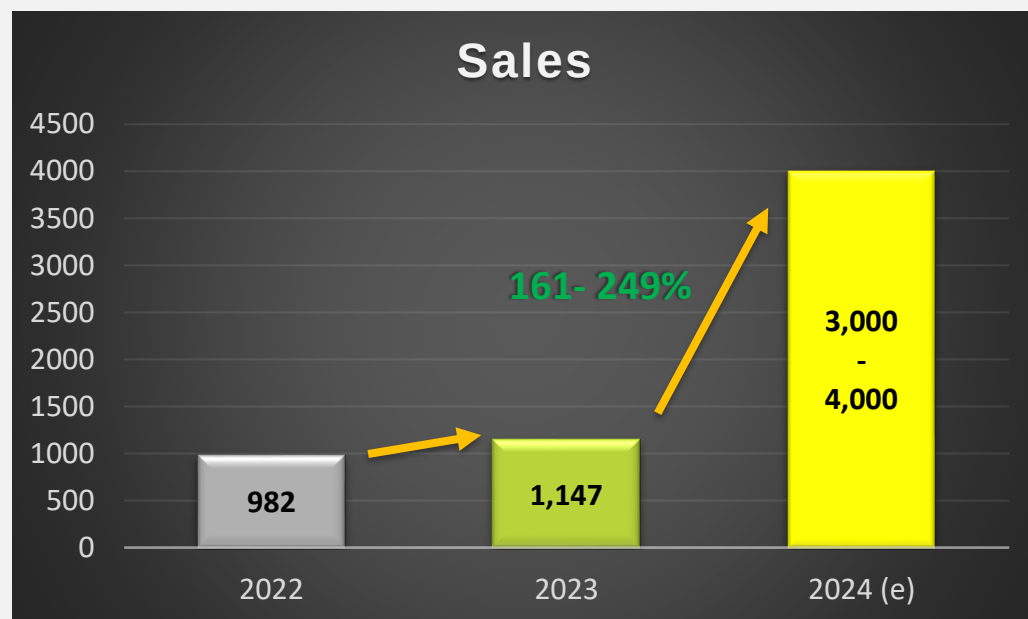


# Pyrum (Consolidated) Income Statement 2023

Reconciliation of revenues to total output

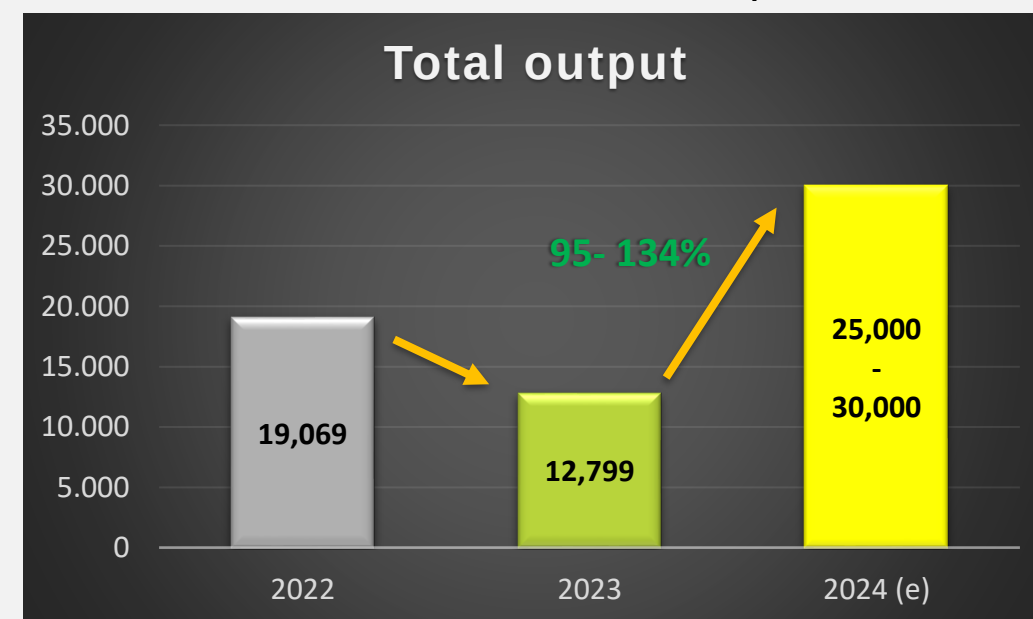
~ **+17%**

Increase 2022-2023



~ **-33%**

Decrease 2022-2023



Sales (1,147)  
- Finished/unfinished goods (60)  
+ Own work capitalized (11,712)  
=  
Total output

In TEUR

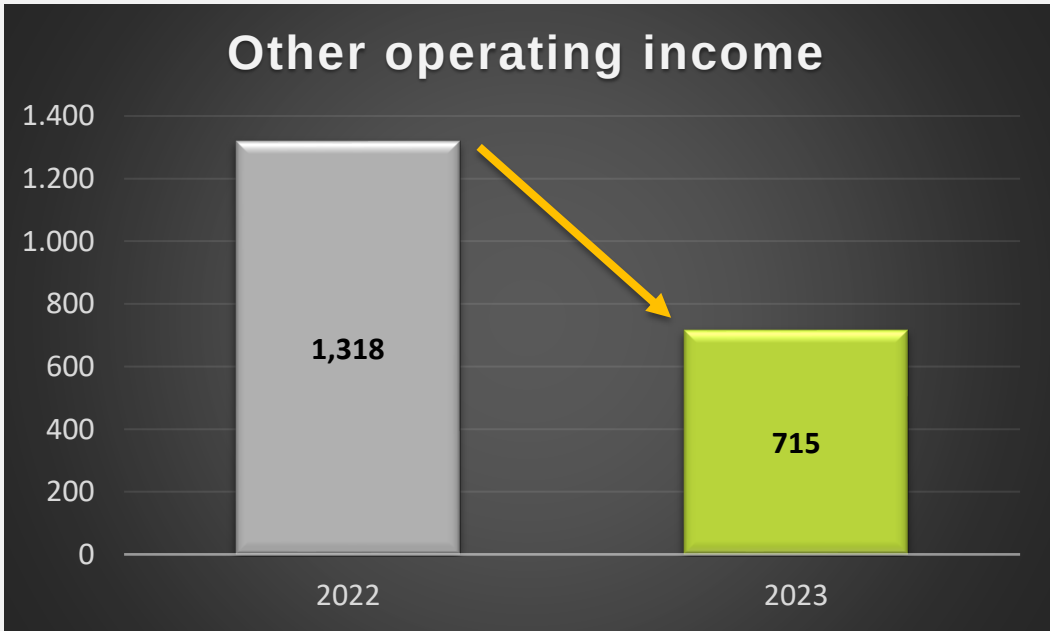


# Pyrum (Consolidated) Income Statement 2023

Reconciliation of total output to EBITDA

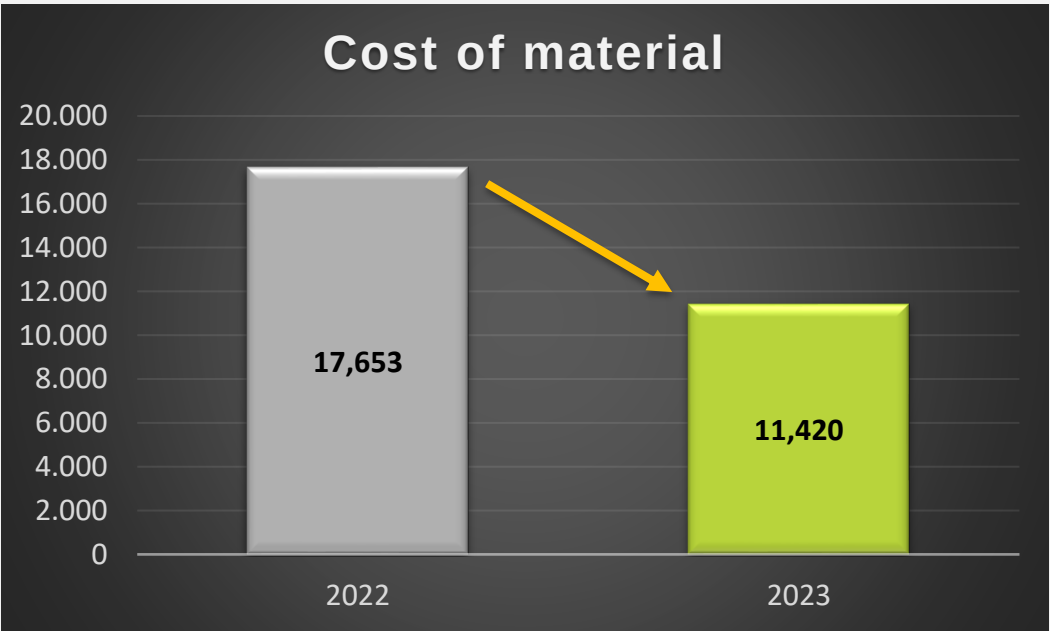
~ -46%  
Decrease 2022-2023

Income from R&D (TEUR 253, pre year 993)  
Investment grants ( TEUR 150, pre year 0)



~ -35%  
Decrease 2022-2023

Includes TEUR 9,062 required for the  
preparation of the own work



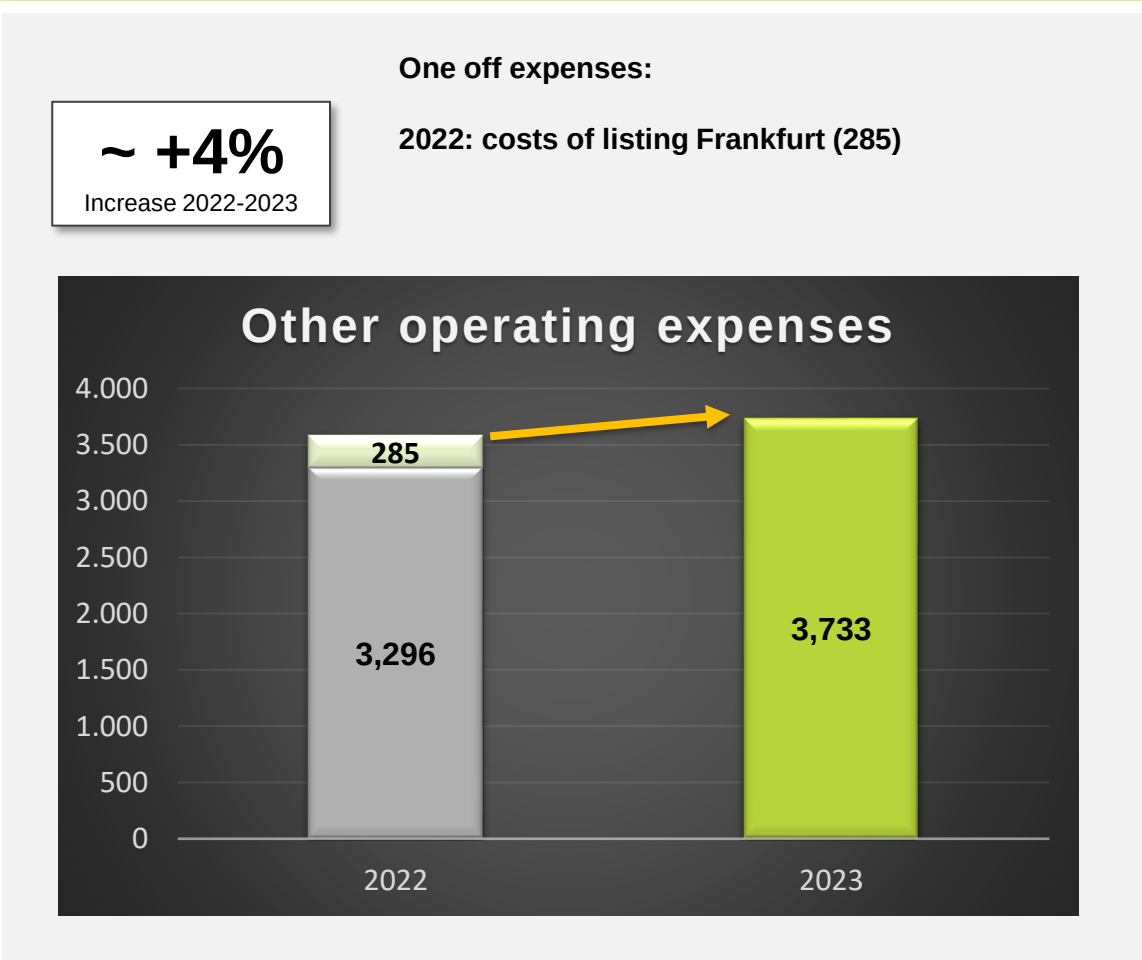
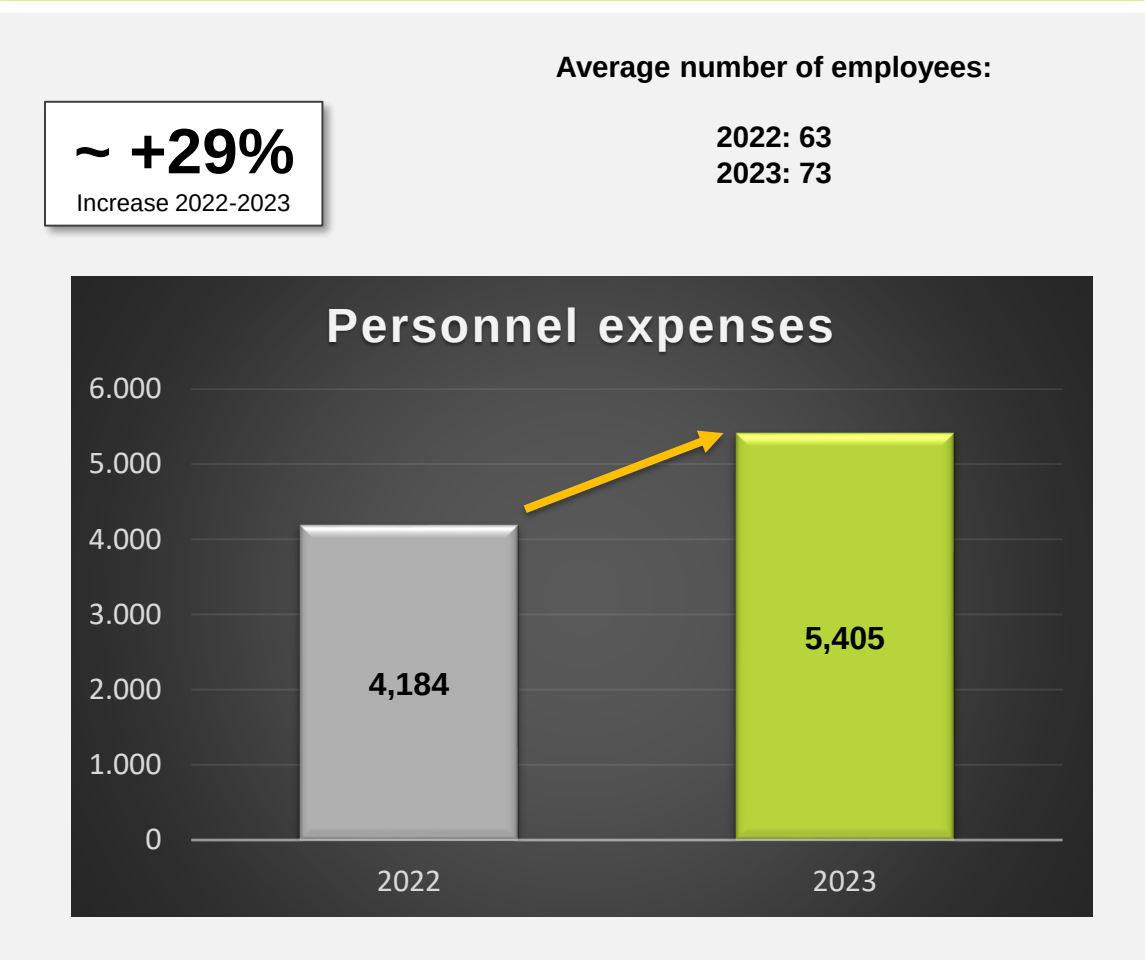
In TEUR





# Pyrum (Consolidated) Income Statement 2023

Reconciliation of total output to EBITDA



In TEUR



# Pyrum Consolidated Income Statement 2023 financial year

## Results - Overview

| KPI                                        | 2023          | 2022          | Δ EUR PL      | Δ % PL         | Estimates 2024    |
|--------------------------------------------|---------------|---------------|---------------|----------------|-------------------|
| <b>Revenues</b>                            | <b>1,147</b>  | <b>982</b>    | <b>165</b>    | <b>16.80%</b>  | EUR 3 - 4 m       |
| Increase/decrease of finished goods        | -60           | 277           | -337          |                |                   |
| Other own work capitalised                 | 11,712        | 17,810        | -6,098        | -34.24%        |                   |
| <b>Total output</b>                        | <b>12,799</b> | <b>19,069</b> | <b>-6,270</b> | <b>-32.88%</b> | EUR 25 - 30m      |
| Other operating income                     | 715           | 1,318         | -603          | -45.75%        |                   |
| Expenses for materials                     | 11,420        | 17,653        | -6,233        | -35.31%        |                   |
| Personnel expenses                         | 5,405         | 4,184         | 1,221         | 29.19%         |                   |
| Other operating expenses                   | 3,733         | 3,581         | 152           | 4.24%          |                   |
| Other taxes                                | 43            | 31            | 12            | 39.16%         |                   |
| <b>EBITDA</b>                              | <b>-7,087</b> | <b>-5,061</b> | <b>-2,026</b> | <b>40.02%</b>  |                   |
| Depreciation, amortisation and write-downs | 2,086         | 2,554         | -468          | -18.32%        |                   |
| <b>EBIT</b>                                | <b>-9,173</b> | <b>-7,615</b> | <b>-1,558</b> | <b>20.45%</b>  | EUR (11) - (13) m |
| Income from non-current loans              | 0             | 0             | 0             |                |                   |
| Interest and similar income/expenses       | 338           | 192           | 146           | 75.90%         |                   |
| <b>Results before taxes</b>                | <b>-9,511</b> | <b>-7,808</b> | <b>-1,703</b> | <b>21.82%</b>  |                   |
| Taxes on income and profit                 | 0             | 0             | 0             |                |                   |
| <b>Results after taxes</b>                 | <b>-9,511</b> | <b>-7,808</b> | <b>-1,703</b> | <b>21.82%</b>  | (-)               |

In TEUR



# Pyrum consolidated balance sheet (short) 2023 financial year

## Overview

| TEUR                                 | 2023          | 2022          | Share in capital<br>12M 2023 |
|--------------------------------------|---------------|---------------|------------------------------|
| <b>Non-current assets</b>            |               |               |                              |
| Non-current intangible assets        | 5,638         | 6,492         | 11.10%                       |
| Property, plant, and equipment       | 39,458        | 28,759        | 77.50%                       |
| Non-current financial assets         | 30            | 37            | 0.10%                        |
|                                      | <b>45,126</b> | <b>35,288</b> |                              |
| <b>Current assets</b>                |               |               |                              |
| Inventories                          | 446           | 389           | 0.90%                        |
| Receivables and other current assets | 803           | 1,406         | 1.60%                        |
| Cash at hand and in bank             | 4,483         | 12,726        | 8.80%                        |
|                                      | <b>5,732</b>  | <b>14,520</b> |                              |
| Deferred expenses                    | 68            | 49            | 0.10%                        |
| <b>Equity</b>                        | <b>22,380</b> | <b>31,891</b> | <b>43.90%</b>                |
| thereof accumulated losses           | -32,932       | -23,421       |                              |
| Provisions and Accrued Liabilities   | 3,188         | 3,114         | 6.30%                        |
| Liabilities                          | 25,358        | 14,852        | 49.80%                       |
| Total equity and liabilities         | <b>50,926</b> | <b>49,857</b> |                              |
| <b>Equity capital ratio</b>          | <b>43.90%</b> | <b>64.00%</b> |                              |





# Targeted financial structure for projects

## Own operated plants

- **Equity target 25 % - 35 %**
  - First projects potentially need more equity than targeted for the future **(up to 50%)**.
  - Needs to be brought in by Pyrum Innovations AG.
  - Credit facility of BASF to Pyrum Innovations AG could be used as equity in projects.
  
- **Credit facilities target 65 % - 75 %**
  - Directly given to project companies like GreenFactory II GmbH (Perl-Besch).
  - Flexibly callable in tranches according to the financing needs in the specific project.
  - Negotiations in promising progress.

## SPVs

- **Target shareholding 15 % - 49 % by Pyrum**
  - Standard case foresees equity distribution of EUR 3m for a stake of 15 % to 30 % by Pyrum (depending on total equity of SPV).
  - First projects might need more equity than targeted mid term (e.g. Project Roland (33 % Pyrum share) and Project in Czech (up to 49 % Pyrum share).
  
- **Credit facility for up to 70 % needs to be organized by SPV partner**
  - Negotiations by SPV partners in progress.

→ Projects must always pay for themselves without subsidies.

However, potential subsidies are always part of the decision in favor of a specific location.



# Financing modules for the rollout

*Pyrum wants to invest up to EUR 230m until 2027 into defined projects*

## Targeted financing mix for growth – debt...

- **Loan of 50 million (BASF)**
  - Flexibly callable in tranches according to the specific financing needs in the rollout.
  - Can be used as equity in specific subsidiaries and SPVs.
- **Credit facilities for at least two own operated plants (EUR 70m - 100m)**

As a next step Pyrum is in discussions with commercial banks regarding access to a credit line for the next two own operated plants, based on milestones and flexibly callable in tranches according to the specific financing needs of specific projects.

## ...equity

- **Management looks for minimum dilution, but financial ratios needs to be carefully monitored – not everything could/should be financed by debt to keep the company healthy.**
  - Target: keep equity ratio between 25% - 30%.
- **Financial investors like Infrastructure funds are always looking for participating in future success of Pyrum, beside a loan facility.**

To keep dilution on actual share price level low, other instruments like convertible loans are seen as useful instruments to keep the balance between dilution and financial needs.

→ **Basis for positive cash flows and future project financing capability of further projects.**

→ **Therefore, we ask our shareholders to get approval of maximum flexibility.**



# Requests for approval by Pyrums shareholders

## TOP 5 – capital increases up to 20 % without subscription rights

- **Actual Authorized Capital from the 2023 AGM**

- Increase of up to EUR 1,301,494 in share capital  
(Up to 40 % capital increase allowed with subscription right for the existing shareholders)
- Up to **10 % capital increase** allowed with exemption of subscription right for the existing shareholders based on stock corporation law

→ **Changes in stock corporation law beginning of 2024**

- **New Authorized Capital from the 2024 AGM**

- Increase of up to EUR 1,301,494 in share capital (unchanged)
- Allowance of up to **20 % capital increases** with exemption of subscription right for the existing shareholders based on new regulation

## TOP 6 – debt instruments

- **Resolution on the creation of an authorization to issue and exclude subscription rights to convertible bonds and/or bonds with warrants, profit participation rights and/or participating bonds (or combinations of these instruments) together with the creation of the Conditional Capital WSV 2024 and corresponding amendment to the Articles of Association**

- The management currently has no authorization to issue bonds, linked to equity
- AGM should give the Company the opportunity in future to create an optimal financing structure and the necessary flexibility to issue bonds with simplified exclusion of subscription rights
- Maximum total nominal amount of the bonds to be issued under the new authorization to be created shall be EUR 90,000,000.00 and the volume of the new conditional capital to be created to service the bonds shall be EUR 1,301,494.00; this corresponds to 40% of the current share capital

Private placements to institutional investors could be done quicker and more cost efficient than public offerings.

Pyrum asks its shareholders to get the approval to adapt the existing authorization to full flexibility to secure financial needs when needed and to be able to react quickly to favorable market conditions in the future.



# Employee stock option program 2024

## The common goal of implementing of employee participation



- Increasing the value of the company

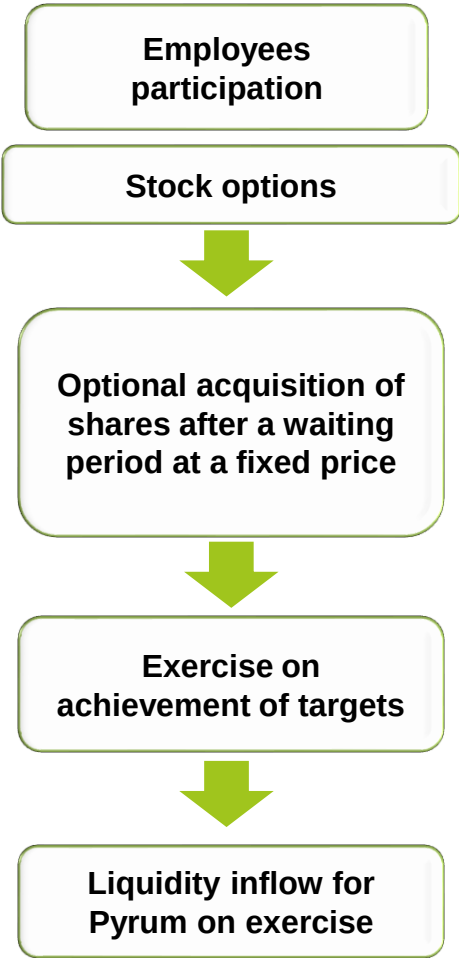
## Sub-goals of the implementation of employee participation

- Establishment of an incentive system
- Increasing motivation, loyalty and commitment
- Strengthening the sense of unity and belonging
- Creating an entrepreneurial mentality
- Promotion of employee wealth accumulation
- Capital inflow without the use of liquidity
- Access for all employees
- No obligation to participate



# Employee stock option program 2024

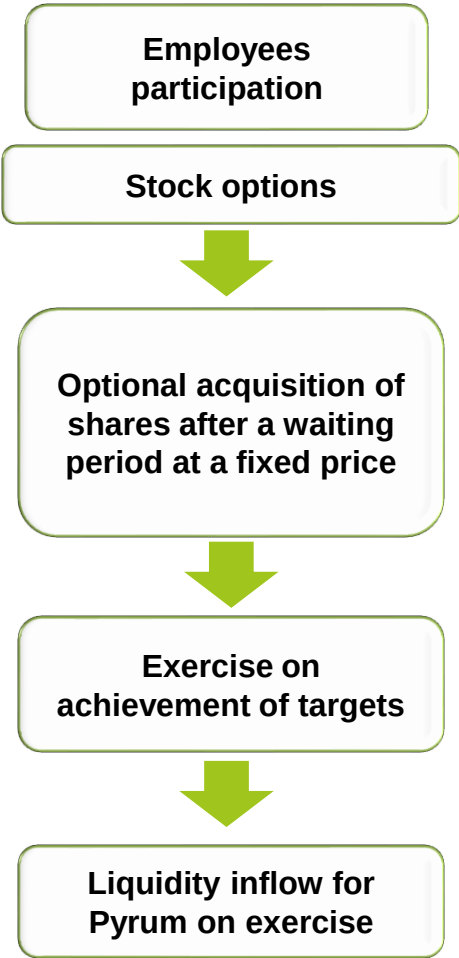
*Details of long term incentive programme (I)*



|                                           |                                                                                                                                                                        |
|-------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b><u>Total stock options:</u></b>        | <b>39.000</b> (TOP 7: Conditional capital increase ~1,2 % of share capital)                                                                                            |
| <b><u>Allocation period:</u></b>          | <b>2024 – 2028</b>                                                                                                                                                     |
| <b><u>Exercise:</u></b>                   | Within 3 years after expiry of a <b>4-year waiting period</b> (for each tranche)                                                                                       |
| <b><u>Beneficiaries:</u></b>              | <b>All employees of the Pyrum Group</b> who have been with the company for at least 6 months (management excluded)                                                     |
| <b><u>Allocation of each tranche:</u></b> | <b>25 %</b> To all authorized employees<br><b>25 %</b> Employees who have been with the company for at least 5 years<br><b>50 %</b> By personal and departmental goals |

# Employee stock option program 2024

Details of long term incentive programme (II)



**Exercise price:**

The exercise price per share corresponds to **3 month VWAP** of the company's shares in Xetra trading (or a comparable successor system) on the Frankfurt Stock Exchange prior to the date of allocation of the share options, but **at least EUR 30.00**.

**Conditions for exercise:**

**Net results**

Group **net income positive** (i.e. at least EUR 0.00) for at least **two consecutive financial years** within the waiting period for the respective tranche.

**Share price**

**Plus 50 %** compared to the exercise price  
 Min. EUR 50 tranches 2024/2025  
 Min. EUR 60 tranches 2026/2027

**Transferability and expiry**

The share options are **not legally transferable**; however, they are inheritable. They may also be transferred to fulfill legacies. The share options can only be exercised by the **respective beneficiary** themselves or their heirs or legatees.

If an employee **resigns**, the options **expire and can be reassigned**.

# What is needed and what we have...

We can tick all the boxes

Summary

| Milestones                               | Achieved | Comments                                                                                                                                       |
|------------------------------------------|----------|------------------------------------------------------------------------------------------------------------------------------------------------|
| Industrial Pilot plant in Operation      | X        | 24/7 Operation since Mai 2020                                                                                                                  |
| Serial Engineering of all Parts finished | X        | Finished since End of 2023 – Last part was Pelletizer for rCB                                                                                  |
| Building of Industrial Serial Plant      | X        | Serial Production started in Week 2 of 2024                                                                                                    |
| Ramp up of Serial Industrial Plant       | X        | 80% hourly capacity achieved after only 6 days of ramp up! Plan was 6 Months                                                                   |
| Long time guaranteed oil Offtake         | X        | BASF offtake for up to 300.000 tons per year => 200 Pyrum Lines                                                                                |
| Long time guaranteed rCB Offtake         | X        | serial rCB sales since August 2023. Hard offtake agreement for existing volumes.                                                               |
| Securing Market risks                    | X        | ELT Gate Fee Premium paid on Oil and rCB to compensate Gate Fee evolution                                                                      |
| Roll Out plan                            | X        | Projects and building sites secured! Most projects are already in permitting process and hundreds of thousands have been invested by partners. |
| Team to realise the roll out             | X        | Team is ready and trained. 93 highly qualified Team members are working.                                                                       |
| Financed roll out plan                   | 50%      | We are looking for the 2. half ... That all what is left.                                                                                      |



# Transforming waste into resources