

Certificate of Employment

This is to certify that Philipp Riesenkampff (employee number 88728316) has been working in the Borealis AG Human Resources function, Competency Centre People Reward as Expert Compensation & Benefits between February 01, 2012 and July 31, 2016.

During this time, he was mainly responsible to

- drive and govern the one-Company strategy from a Group People Reward Compensation and Benefits point,
- lead the global People Reward network, fostering the communication and interaction between group and local entities, driving the implementation of group initiatives and track relevant performance,
- develop, and once agreed, implement, monitor and govern Group Compensation & Benefit processes and instructions,
- lead or contribute to projects in the greater People Reward area e.g. standard reporting, car policy framework, cafeteria concept, process automation
- lead the Group Car Fleet Specialist responsible for the company car benefit,
- participate in role classification committees according to the Hay methodology and to administer these meetings,
- conduct internal audits (8th EU directive) for all Pension & Payroll related matters.

Philipp was also acting as subject matter expert for the Performance Management process. As core team member, he co-implemented a new group-wide process for approx. 1.100 employees in 2012 with new focus areas such as inclusion of behaviours in performance evaluations and employee Wellbeing. He then became the Project Team leader for the 2nd phase roll-out of this process to 4.300 employees in 2013. He further more made an in-depth study in 2015 of market related trends in relation to a modern Performance Management.

Philipp is a well-respected colleague that has performed his duties very much independent only under broad guidance from my-self as his line manager. He is eager to learn and never afraid of taking up a challenge and has gained the respect from his peers and subordinate as an approachable, knowledgeable and service minded professional.

Philipp has the characteristics of dependability, enthusiasm and kindness which make him enjoyable to work with. His creativity and out of the box thinking has contributed to the development of the Competency Centre People Reward function.

I wish him a lot of success as he will now take up a new challenge as Group Quality Development Manager in the Group Quality Department starting August 01, 2016.

Vienna July 28, 2016



Lennart Leiris
Global Head People Reward
Borealis AG