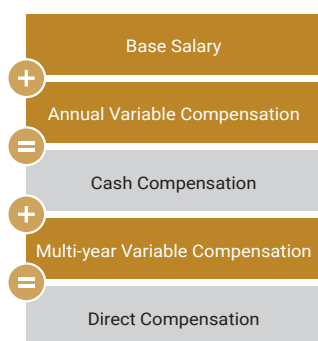


Applied methodology: International Compensation Disclosure Standard (ICDS*)

Introduction

The International Compensation Disclosure Standard (ICDS[®]) was developed by hkp/// group to establish a common ground for a cross-country and cross-company comparison of Executive and Non-Executive Directors pay of publicly listed companies. This transparent methodology guarantees the highest possible level of comparability between companies which are governed by different regulatory requirements and driven by different market practices.

Executive Directors



Additional compensation elements reported: special benefits

Non-Executive Directors



Compensation Elements reported under ICDS*

In general, compensation elements reported under ICDS[®] reflect payout values due to activities in the respective fiscal year, i.e. base salary or fixed compensation, committee fees and attendance fees paid out for the fiscal year and actual annual variable compensation paid out for the fiscal year. In accordance with IFRS 2 equity-based multi-year variable compensation components are reported with their fair value at grant date. To enhance comparability of non-equity based multi-year variable compensation elements their value is reported – in order of prevalence and availability – as target value, market value, accruals value or payout value. In exception to this the multi-year bonus is reported with its payout value.

Other benefits or pension obligations are not included in compensation analyses. Such elements strongly depend on individual factors and vary according to the specific country's accounting and tax practices.

Executive Directors

Base Salary

Includes all contractually agreed on fixed compensation components paid regardless of business and/or individual performance.

Annual Variable Compensation

Includes all variable compensation elements based on a performance period of one year. Payment is made in cash at or shortly after the end of the performance period. If part of the payout is deferred, the payout amount reduced by the deferred amount is shown as annual variable pay. The deferred amount is considered multi-year variable compensation and shown as cash deferral or equity deferral, depending on the plan design.

* ICDS is a European registered trademark of hkp/// group

Multi-year Variable Compensation

Includes all variable compensation elements based on a performance period of more than one year. The following plan types are differentiated: cash and equity deferrals, share matching plans, multi-year bonuses, restricted stock, performance shares and stock options (please see glossary for definition of plan types). If a plan is not granted annually, but upfront for a multi-year period, the grant value is distributed over this period and the pro-rated value is shown for each year.

Special Benefits

Includes benefits related to position entry or leave, i.e. sign-on bonuses, severance payments, change-in-control payments or non-competition payments.

Non-Executive Directors

Fixed Compensation

Includes contractually agreed on fixed compensation components paid regardless of business and/or individual performance. Grants of immediately vested and unblocked shares are also considered fixed compensation.

Annual Variable Compensation

Includes all variable compensation elements based on a performance period of one year. Payment is made in cash at or shortly after the end of the performance period. If part of the payout is deferred, the payout amount reduced by the deferral is shown as annual variable pay. The deferred amount is considered multi-year variable compensation.

Multi-year Variable Compensation

Includes all variable compensation elements based on a performance period of more than one year. If a plan is not granted annually, but upfront for a multi-year period, the grant value is distributed over this period and the pro-rated value is shown for each year.

Committee Fee

Includes all fees paid to Non-Executive Directors depending on the number of committee memberships held.

Attendance Fee

Includes all fees paid to Non-Executive Directors depending on the number of board and/or committee meetings attended.