COMPENSATION REPORT

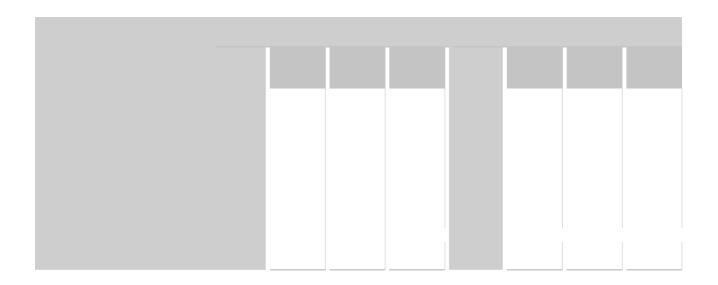
The structure of the compensation system and the level of

The components of the compensation for members of the Board of Management are the base salary; the short-term and

The Long-Term Performance Bonus (LTPB), which is the third variable component, is likewise aligned with long-term corporate performance. It rewards target "

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The following tables list the compensation, additional benefits and allocations (payments) for 2017 and 2018, in line with the recommendations of the German Corporate Governance Code. The variable compensation components difier depending on the reference period. The amounts of compensation shown also include the maximum and minimum attainable compensation.



	Stephen C. Forsyth Member of the Board of Management ' Appointed J une 1, 2017, resigned May 31, 2018	
>##2\$&'-\$()'(\$&\$/8	263	188
<017)#(\$**0#**#'6*#4		-
LTPB (tranche 2015–2016)		-
LTPB (tranche 2016–2017)		-
LTPB (tranche 2017–2018)	-	-
LTSP 2010-2013	_	-
TSP 2014-2017 ¹⁾	-	-
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The compensation of the Supervisory Board is governed by Section 12 of the company's articles of association. The members of the Supervisory Board o