



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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Stephen C. Forsyth
 Member of the Board of Management *
 Appointed June 1, 2017, resigned May 31,
 2018

>##2\$&-\$()('\$&\$/8	263	188
<0 1 7)#(\$*0#*#6#4	-	-
LTPB (tranche 2015-2016)	-	-
LTPB (tranche 2016-2017)	-	-
LTPB (tranche 2017-2018)	-	-
LTSP 2010-2013	-	-
LTSP 2014-2017 ¹⁾	-	-
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1) Exercise of LTSP tranche 2014

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

