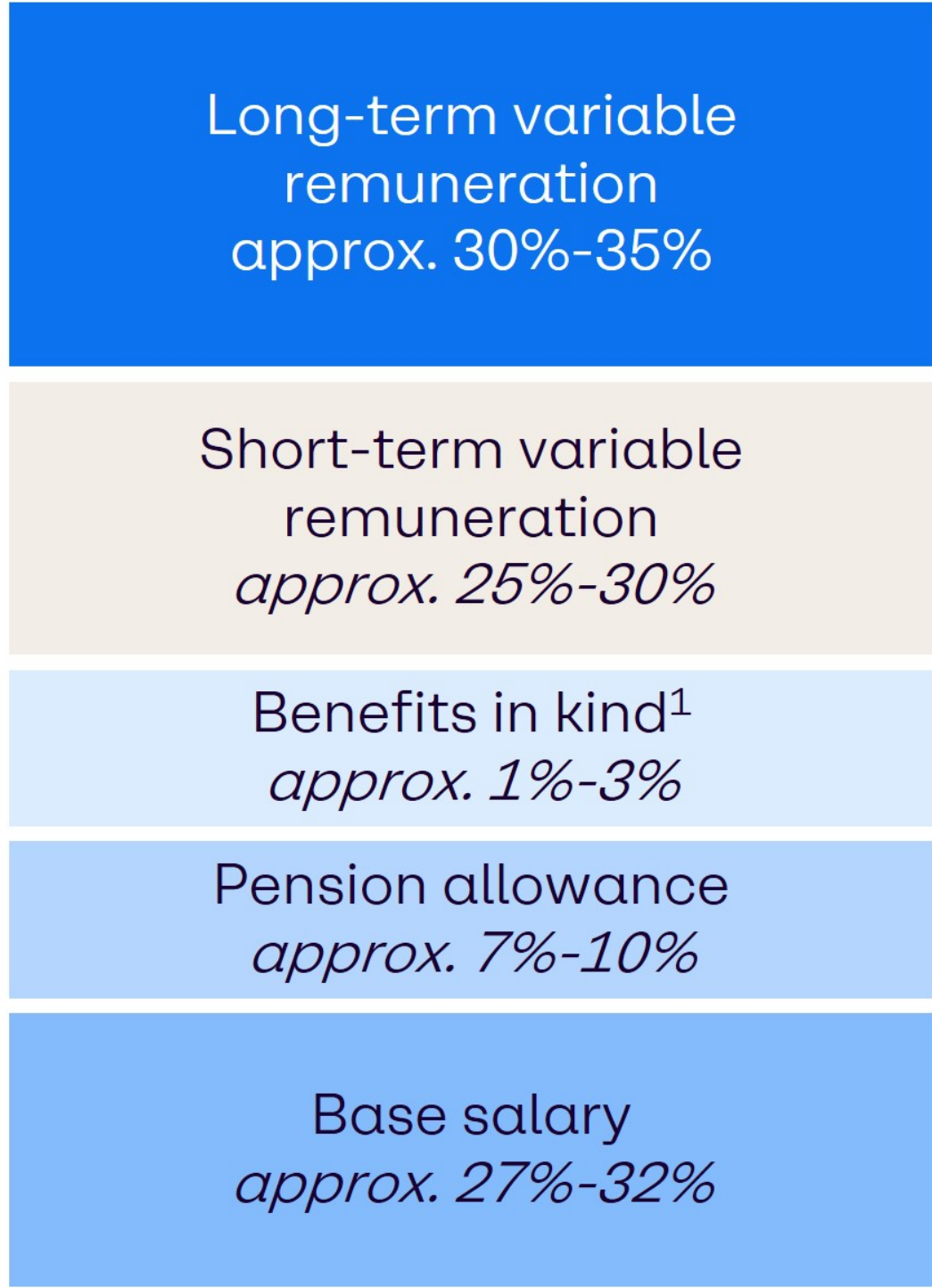


Total target remuneration



Performance-based variable remuneration approx. 55%-65%

Fixed remuneration approx. 35%-45%

<sup>1</sup> Excluding any sign-on bonuses and costs of the D&O insurance