



**APPENDIX A**

Employees with a Guaranteed Incentive will have a percentage of the Guaranteed Incentive delivered as Restricted Compensation according to the table below:

	Guaranteed Incentive Range EURO		Restricted Compensation % for Range	Cash
Any Guaranteed Incentive between	€1	€100,000	0%	100%
And any Guaranteed Incentive between	€100,001	€200,000	50%	50%
And any Guaranteed Incentive between	€200,001	€500,000	75%	25%
And any Guaranteed Incentive between	€500,001	€1,000,000	85%	15%
And any Guaranteed Incentive greater than € 1,000,000	€1,000,001		100%	0%

For example, the Restricted Compensation for a Guaranteed Incentive of €500,000 would be 0% of the Guaranteed Incentive up to €100,000 ( $€100,000 \times 0\% = €0$ ), plus 50% of the Guaranteed Incentive from €100,001 to €200,000 ( $€100,000 \times 50\% = €50,000$ ), plus 75% of the Guaranteed Incentive from €200,001 to €500,000 ( $€300,000 \times 75\% = €225,000$ ) for a total of €275,000; the cash would be 100% of the Guaranteed Incentive up to €100,000 ( $€100,000 \times 100\% = €100,000$ ), plus 50% of the Guaranteed Incentive from €100,001 to €200,000 ( $€100,000 \times 50\% = €50,000$ ), plus 25% of the Guaranteed Incentive from €200,001 to €500,000 ( $€300,000 \times 25\% = €75,000$ ), for a total of €225,000 in cash.

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Chairman of the Supervisory Board: Paul Achleitner  
 Management Board: Jürgen Fichtner (Co-Chairman), Anshuman Jain (Co-Chairman), Stephan Leitner, Stuart Lewis, Stefan Krause, Rainer Neske, Henry Ritschotte  
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