

Additional information on the Board of Directors' proposal for guidelines for remuneration for executive officers

Deviations from approved guidelines 2015:

There have been no deviations from the approved guidelines 2015.

Cost of variable remuneration for executive officers (excluding social cost):

2015

The actual cost for GEM EIP 2015 is EUR 5.0m to be paid over a five-year period.

2016

The estimated maximum cost for GEM EIP 2016 is EUR 6.5m and the estimated cost assuming 65% fulfilment of the performance criteria is EUR 4.1m.
