

Principles underlying remuneration of company executives

The 2007 AGM approved remuneration principles for the CEO and General Management Board. These principles are described on page 48 of the Annual Report and are essentially identical to the principles adopted by the 2006 AGM. All remuneration for the CEO and General Management Board has been approved by the Board or the Remuneration Committee.

The Board has adopted a formal work plan that details the Board's tasks and encompasses instructions for Committees, instructions to the CEO, and instructions regarding the CEO's financial reporting. This work plan was updated and adopted at the Board's statutory meeting following the AGM of 2007 and is continuously revised and supplemented. The Board appoints the CEO, who, in turn, appoints other members of the Group Management Board. The CEO shall consult with the Board's Chairman, when the CEO appoints people to or dismisses them from the Group Management Board.