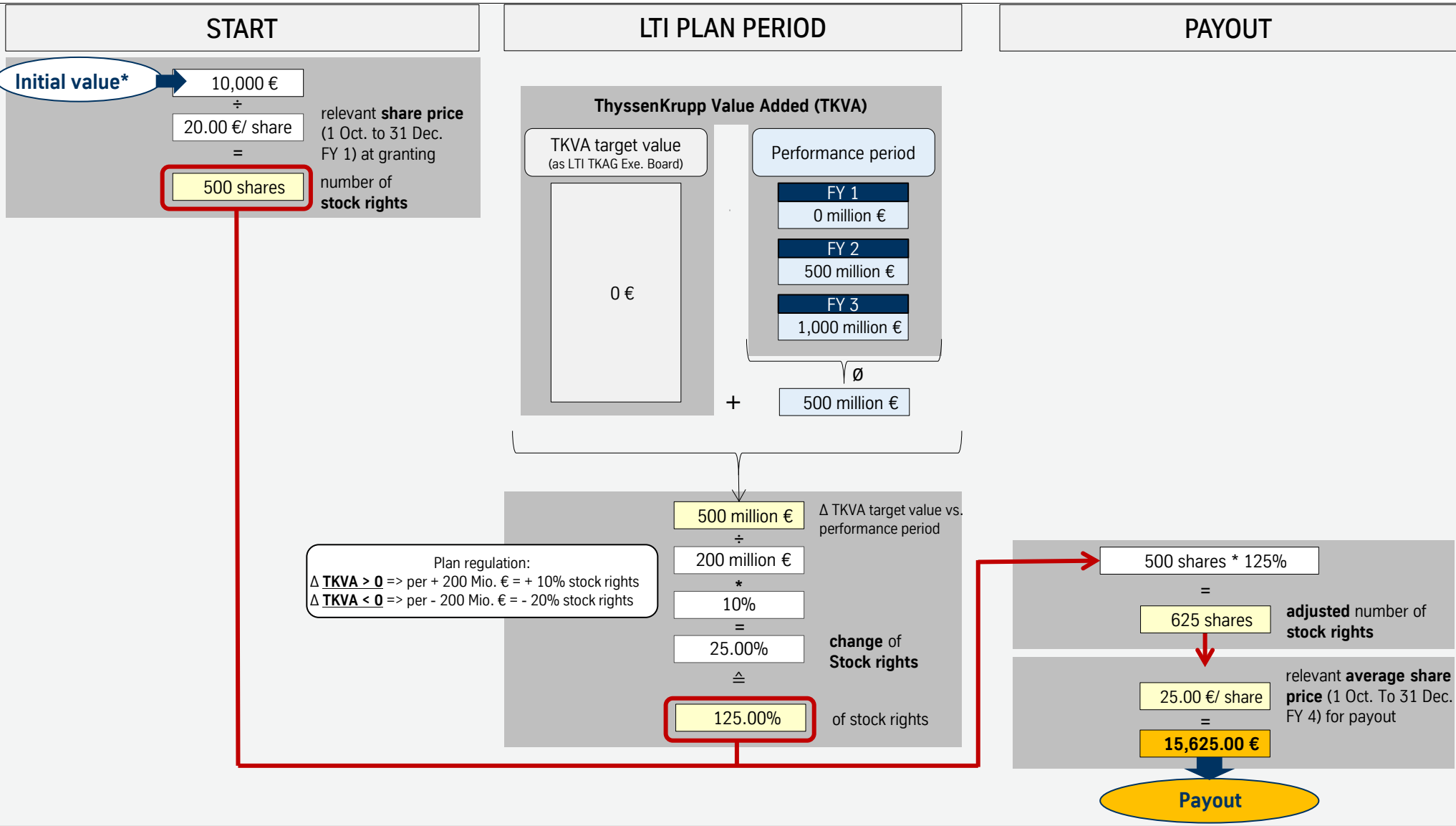


Long Term Incentive Plan – sample calculation of a payout



*** INITIAL VALUE:** Amount in EUR determined for the participant (other executives) at the start of the performance period (3 years) which is calculated on a percentage basis taking account of annual target income at the start of the plan and grade and which serves as the basis for calculating the stock rights. The initial value is limited to a maximum.