



Information concerning questions from shareholders on agenda item **6. Resolution on the adoption of the remuneration system for members of the Executive Board**

On agenda item 6: "Resolution on the adoption of the remuneration system for members of the Executive Board," the Company issues the following information in advance in accordance with section 131 (3) number 7 AktG:

The previously applicable remuneration system for members of the Executive Board, which was approved on April 25, 2014, by the Annual Shareholders' Meeting, will not be changed. The members of the Executive Board will continue to receive a fixed salary paid in twelve monthly installments, and in addition a variable remuneration consisting of a performance bonus and a share-based long-term incentive. The variable remuneration components are capped. In the worst case, the variable remuneration is zero. Furthermore, certain additional benefits and retirement benefits are granted. A detailed description of the remuneration system can be found in the Remuneration Report section of the 2016 Annual Report starting on page 23.

However, after having the system reviewed by an independent consultant in 2016, the amount of the fixed salary of the chairman of the Executive Board and the amount of the variable remuneration of all Executive Board members will be adjusted. This takes into account the fact that the requirements of the Executive Board position have significantly risen due to the growing scope of business and the increasing complexity of the business areas, along with the continued growth and ongoing globalization of the corporation.

Therefore, the amount of the fixed salary of the chairman of the Executive Board is to be increased by 7% from €1.35 million to €1.45 million. The fixed compensation of all other Executive Board members is to remain the same. The variable remuneration of the chairman of the Executive Board is set to rise by up to 33%. The increase of the total remuneration of the chairman of the Executive Board will therefore rise by a maximum of 29%. The variable remuneration of the remaining Executive Board members is set to rise by a maximum of 18%. The total remuneration of the remaining Executive Board members will therefore rise by a maximum of 14%.