

Remuneration and corporate governance

5. COMPENSATION, HOLDINGS AND LOANS

All information on compensation, holdings and loans (content and establishment of the compensation and holding programmes for the board and management, principles and elements of the compensation and the holding programmes as well as organisation, procedures and rules for the fixing thereof) are set forth in the separate remuneration report.

In the statutes, the following rules regarding compensation, holdings and loans are laid down for the Board and management:

Subject	Board of Directors	Company Management
Principles of performance-related remuneration	Art. 20, paras. 1	Art. 20, paras. 2
Principles of the allocation of equity instruments, conversion rights and option rights	Art. 20, paras. 3	Art. 20, paras. 3
Rules on loans, credit and pension payments	Art. 20, paras. 4 and 5	Art. 20, paras. 4 and 5
Rules concerning the general meeting,s vote on remuneration	Art. 14a, paras. 1, 2, 3	Art. 14a, paras. 1, 2, 3
Additional amount for the remuneration of managers who are appointed after the general meeting,s vote on remuneration	-	Art. 14a, paras. 2