PROJECT EXAMPLE - REMUNERATION FRAMEWORK

Conception and global rollout of a new remuneration framework
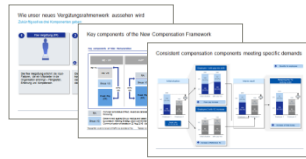
1 Analysis of the initial situation organization and remuneration structure
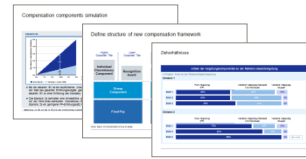

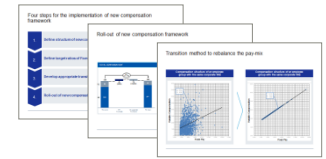**2** Uniform remuneration components per hierarchical level and function

3 Target ratios between remuneration components per level and division

4 Transfer to new remuneration components and target conditions
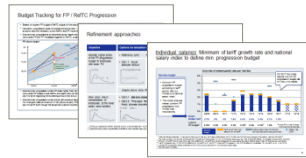

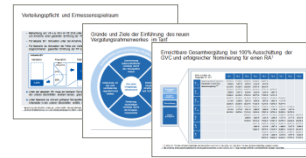**5** Design and implementation of group components and Spot Award

6 Structured basic salary development for external employees

7 Connection of tariffs in the tariff area to the remuneration framework

8 Accompanying group-wide annual remuneration processes