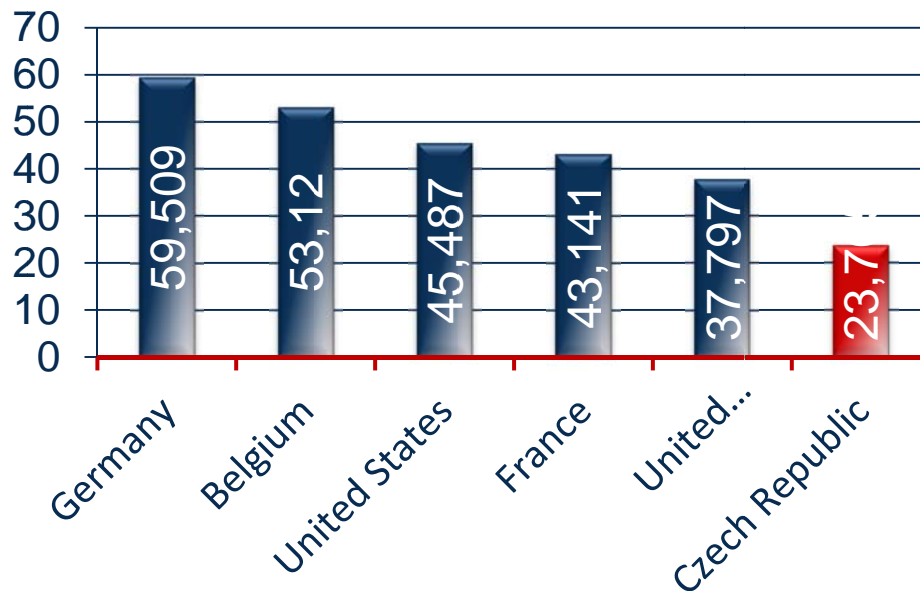
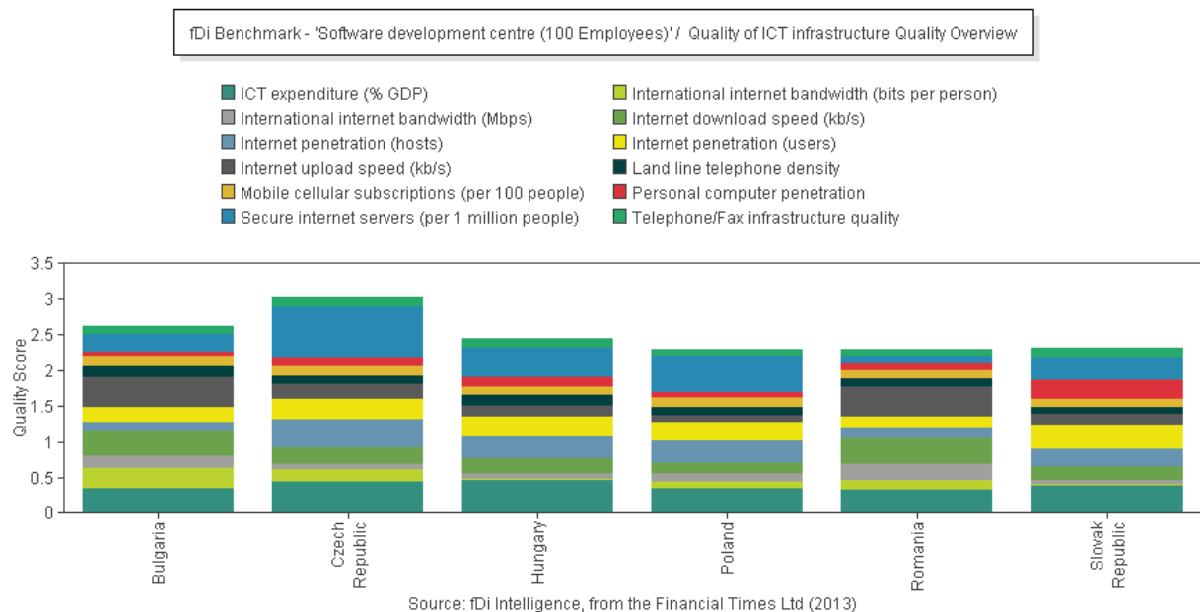


Benchmarking:

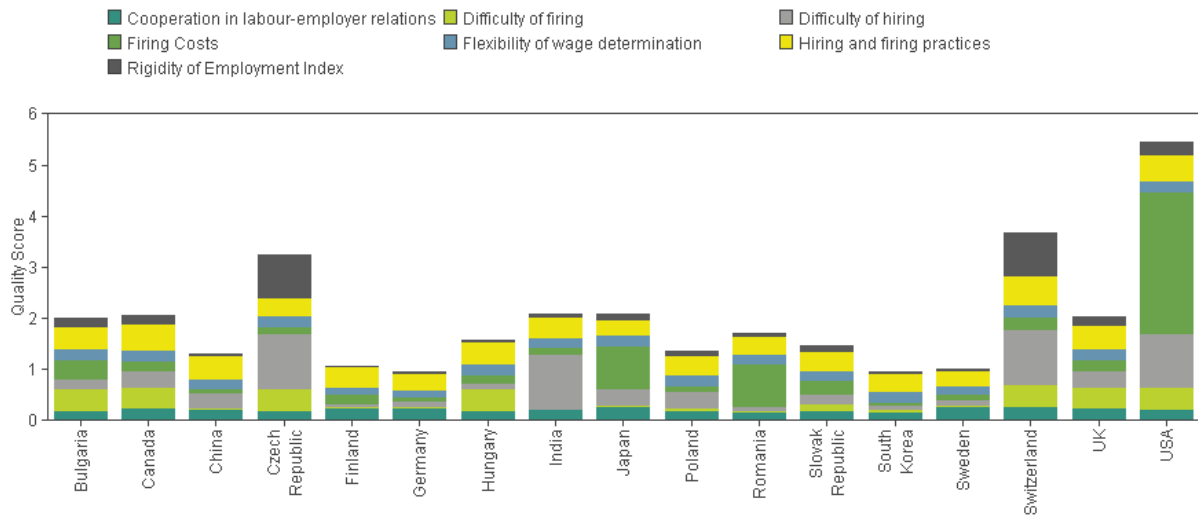
Annual Guaranteed Base Pay - Median (Data Effective July 2011), thousand EUR



Source: Global 50. Remuneration Planning Report 2011/2012, Watson Wyatt Data Services



fDi Benchmark - 'Software development centre (100 Employees)' / Flexibility of labour regulations Quality Overview



Source: fDi Intelligence, from the Financial Times Ltd (2013)