

Remuneration report 2014

The Executive Board

The Supervisory Board has determined the compensation of the Executive Board in line with the existing remuneration policy that was adopted by the General Meeting on 23 May 2012. Information on the actual remuneration of the Executive Board is also included on page 95 and 96 of the 2014 annual report.

The Supervisory Board

The remuneration of the members of the Supervisory Board is not linked to the results of ICT. The General Meeting is responsible for determining the compensation of the members of the Supervisory Board. None of the members holds ICT shares or options. The Supervisory Board's actual compensation can be found on page 95 of the 2014 annual report.