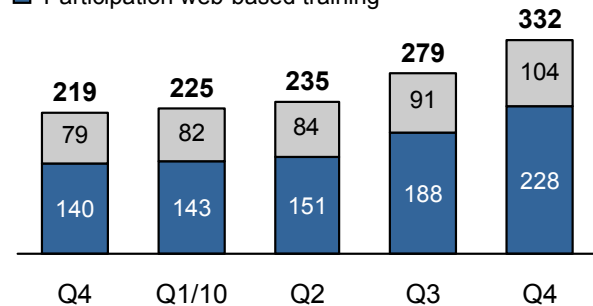


Compliance – Progress Report FY 2010

Prevent

Training¹⁾

- Participation in person training
- Participation web-based training



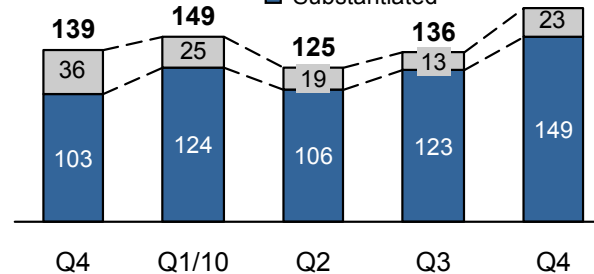
in thousands

Detect

Helpdesk

"Tell Us" & Ombudsman

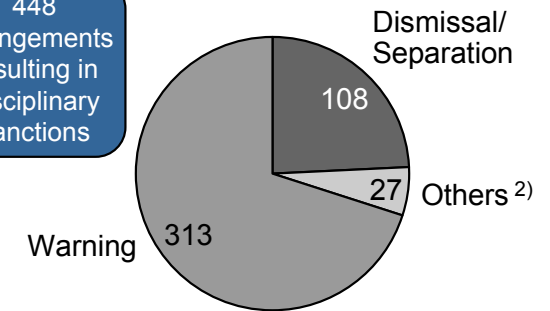
- Not substantiated
- Substantiated



Respond

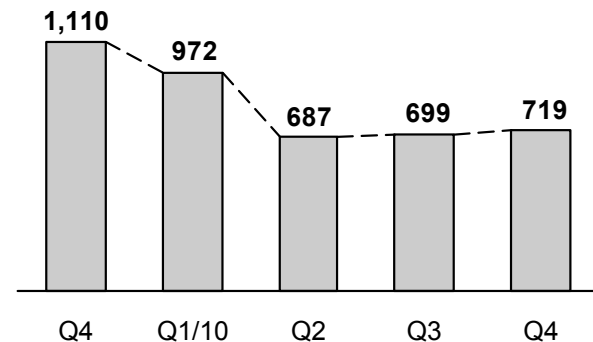
Disciplinary Sanctions in FY 2010

448 infringements resulting in disciplinary sanctions



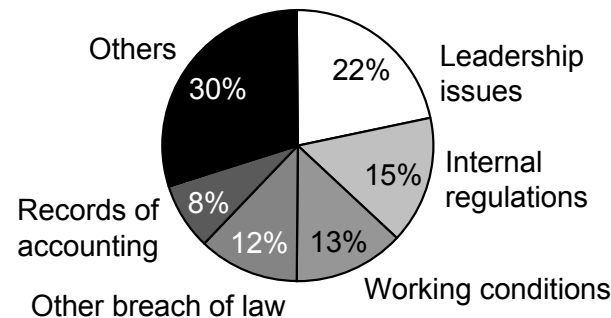
Helpdesk

"Ask Us"

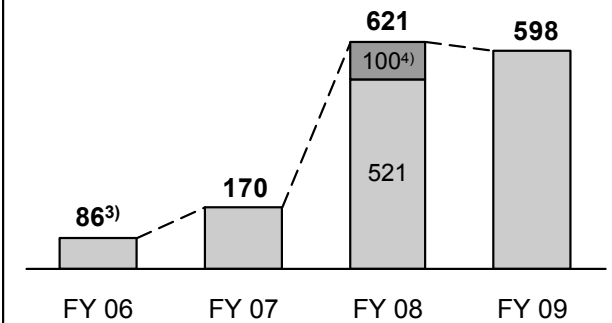


Helpdesk

"Tell Us" Topics FY 2010



Compliance Staff Worldwide⁵⁾



1) Cumulative 2) Forfeiture of variable payment elements, transfer to another position, suspension 3) Compliance only one area of responsibility
4) Including Implementation Management 5) KPI not continued after successful ramp up of Compliance Organization