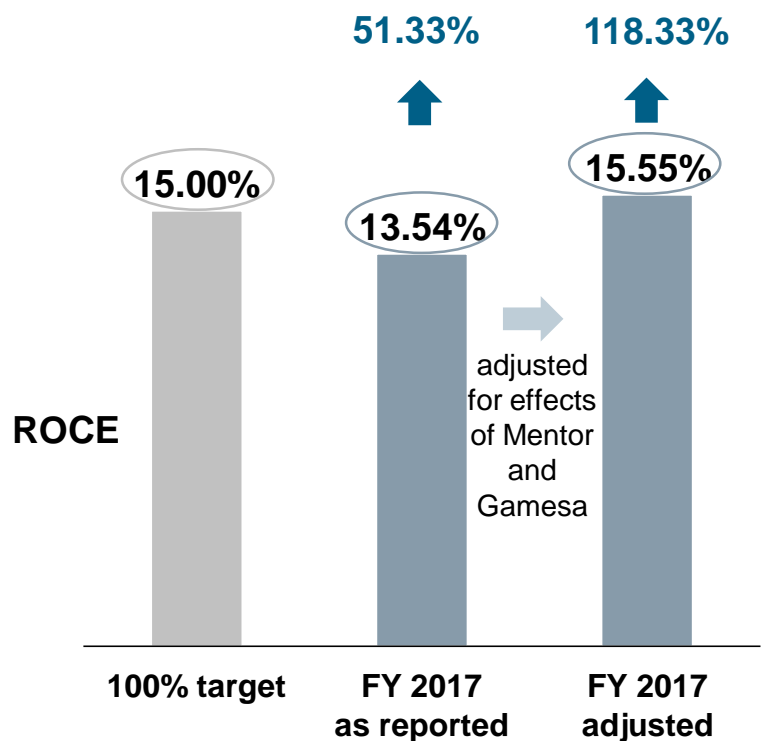


# Remuneration of Managing Board members for fiscal 2017: Target achievement return on capital employed (ROCE)

## Return on capital employed (ROCE)

Continuing and discontinued operations

### Calculative target achievement



At the beginning of the fiscal year, the Supervisory Board set the target parameters return on capital employed (ROCE) and earnings per share as well as individual targets for the variable compensation (Bonus) for all members of the Managing Board.

As in previous years, the budget for 2017 served as reference for ROCE target setting. At this time, the effects of the acquisition of Mentor Graphics (Mentor) and the merger of Siemens' wind power business with Gamesa Corporación Tecnológica S.A. (Gamesa) were not fully measurable (e.g. closing date, PPA effects). Hence, the Supervisory Board reserved the right to make appropriate corrections to the target values or to adjust for these effects in target achievement.

At the end of the fiscal year, the latter option was taken by the Supervisory Board when determining target achievement for ROCE to ensure a like for like comparison. Consequently, the relevant ROCE value for target achievement was adjusted. This resulted in a target achievement of 118.33%.