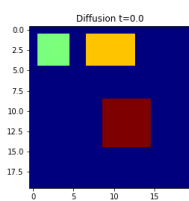
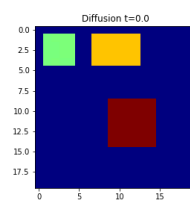


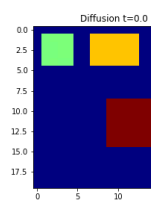
(a) CEO fixed / total



(b) CEO fixed / total



(c) CEO fixed / total



(d) CEO fixed

Figure 1: Compensation measures