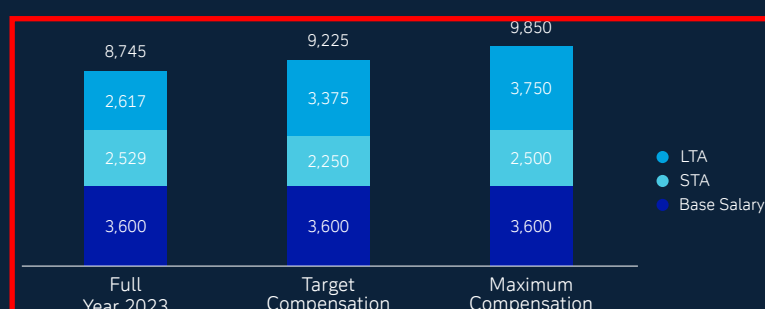


The overall variable compensation of the Management Board was €37.62 million for the FY 2023

CEO



VC Achievement Level vs. Target

**91.48%**