

Short-Term Incentives

in €	2015 ¹	2014 ²
Feike Sijbesma	522,000	320,812
Geraldine Matchett	342,000	92,329
Stephan Tanda	347,700	158,888
Dimitri de Vreeze	342,000	193,088
Stefan Doboczky ³	143,291	188,813
Rolf-Dieter Schwalb ⁴	-	166,548

¹ Based on results achieved in 2015 and therefore payable in 2016

² Based on results achieved in 2014 and therefore paid in 2015

³ Left DSM to pursue career outside of the company as of 1 June 2015

⁴ Retired as member of the Managing Board as of 1 December 2014