

Target areas	On-target pay-out (% of base salary)	On-target pay-out (% of base salary)
Financial targets	2015	2016
- EBITDA before exceptional items	10.0	12.5
- Gross free cash flow	7.5	10
- Organic net sales growth ¹	7.5	2.5
Total	25.0	25.0

¹ Excluding currency fluctuations, divestments and acquisitions