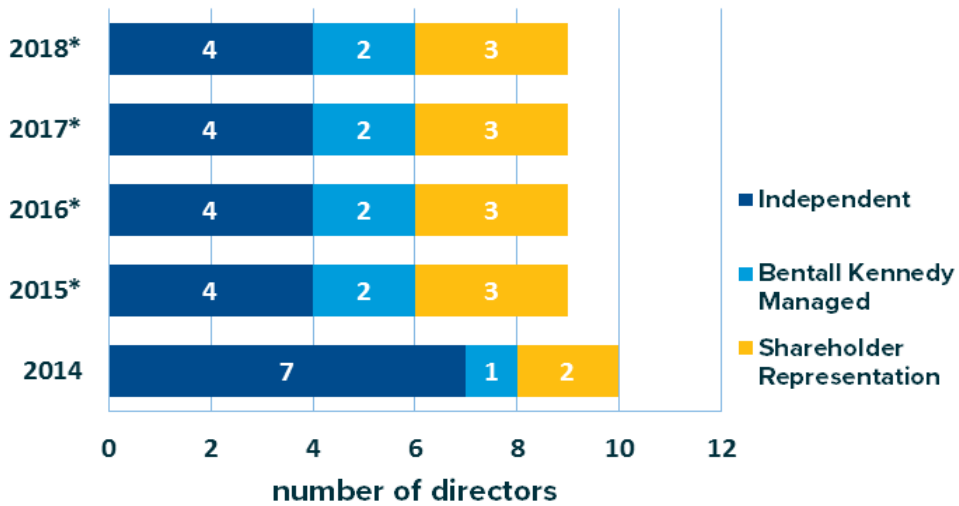


director independence



*2015, 2016, 2017, 2018 figures include the Advisory Board as well as the Board of Directors.

gender of directors



*2015, 2016, 2017, 2018 figures include the Advisory Board as well as the Board of Directors.