

## Head of Sales & Marketing

Median annual compensation: Percentage difference to reference country, 2008 (USD)					
	Base salary	Non-variable remuneration	Total cash	Total cash & LTI	Total remuneration
<b>Hungary</b>	101,653	109,366	130,724	136,851	171,561
<b>Differentials (%)</b>					
<b>Argentina</b>	1	5	7	3	1
<b>Australia</b>	37	29	26	21	21
<b>Austria</b>	110	95	140	129	92
<b>Belgium</b>	71	63	56	53	86
<b>Brazil</b>	78	91	122	111	117
<b>Bulgaria</b>	-28	-32	-28	-2	-42
<b>Canada</b>	79	66	84	100	-
<b>Chile</b>	44	47	47	44	21
<b>China-Beijing</b>	44	46	27	22	8
<b>China-Shanghai</b>	19	15	27	22	5
<b>Colombia</b>	8	31	27	28	20
<b>Czech Republic</b>	36	26	6	1	-13
<b>Denmark</b>	112	101	84	76	61
<b>Finland</b>	25	16	16	-	-12
<b>France</b>	44	44	31	30	11
<b>Germany</b>	81	68	68	90	66
<b>Hong Kong</b>	74	68	65	61	40
<b>Hungary</b>	0	0	0	0	0
<b>India</b>	-64	-71	-33	-35	-36
<b>Indonesia</b>	-45	-48	-48	-50	-52
<b>Ireland</b>	76	64	74	67	64
<b>Italy</b>	88	75	86	77	59
<b>Japan</b>	57	57	48	47	67
<b>Malaysia</b>	27	-28	-30	-23	-27
<b>Mexico</b>	40	52	60	56	38
<b>Netherlands</b>	66	57	49	43	55
<b>New Zealand</b>	-2	-9	-18	-21	-26
<b>Norway</b>	32	23	4	-1	-7
<b>Philippines</b>	3	-30	-32	-33	-41
<b>Poland</b>	4	31	28	24	11
<b>Portugal</b>	14	14	5	0	3
<b>Romania</b>	14	-2	4	-1	-20
<b>Russia</b>	18	38	16	18	-4
<b>Singapore</b>	24	23	27	28	13
<b>South Korea</b>	10	4	12	10	-2
<b>Spain</b>	28	21	28	22	12
<b>Sweden</b>	44	34	29	23	63
<b>Switzerland</b>	87	74	95	86	72
<b>Taiwan</b>	-27	-26	-30	-31	-41
<b>Thailand</b>	-27	-32	-31	-34	-39
<b>Turkey</b>	48	39	27	23	11
<b>Ukraine</b>	-32	-36	-40	-43	-51
<b>UAE</b>	8	59	37	30	20
<b>United Kingdom</b>	45	34	41	36	31
<b>United States</b>	88	-	65	58	-
<b>Venezuela</b>	0	36	40	34	36
<b>Vietnam</b>	-	-	-	-	-

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Median annual compensation: Percentage difference to reference country, 2008 (USD)					
	Base salary	Non-variable remuneration	Total cash	Total cash & LTI	Total remuneration
<b>Switzerland</b>	190,441	190,441	255,033	255,033	295,219
<b>Differentials (%)</b>					
<b>Argentina</b>	-46	-40	-45	-45	-42
<b>Australia</b>	-27	-26	-35	-35	-30
<b>Austria</b>	12	12	23	23	11
<b>Belgium</b>	-9	-7	-20	2	8
<b>Brazil</b>	-5	10	14	9	26
<b>Bulgaria</b>	-61	-61	-63	-63	-66
<b>Canada</b>	-5	-5	-6	7	-
<b>Chile</b>	-23	-16	-16	-23	-30
<b>China-Beijing</b>	-23	-16	-35	-35	-37
<b>China-Shanghai</b>	-37	-34	-25	-35	-39
<b>Colombia</b>	-43	-25	-25	-31	-30
<b>Czech Republic</b>	-28	-28	-46	-46	-50
<b>Denmark</b>	13	15	-6	-6	-7
<b>Finland</b>	-34	-34	-	-	-49
<b>France</b>	-23	-	-33	-30	-36
<b>Germany</b>	-3	-3	-	2	-4
<b>Hong Kong</b>	-7	-3	-15	-14	-19
<b>Hungary</b>	-47	-43	-49	-46	-42
<b>India</b>	-81	-71	-66	-65	-63
<b>Indonesia</b>	-71	-70	-73	-73	-72
<b>Ireland</b>	-6	-6	-11	-11	-5
<b>Italy</b>	0	1	-5	-5	-8
<b>Japan</b>	-	-	-24	-21	-3
<b>Malaysia</b>	-61	-59	-64	-59	-57
<b>Mexico</b>	-25	-13	-18	-16	-20
<b>Netherlands</b>	-12	-10	-23	-23	-10
<b>New Zealand</b>	-48	-48	-58	-58	-57
<b>Norway</b>	-29	-29	-47	-47	-46
<b>Philippines</b>	-72	-60	-65	-64	-66
<b>Poland</b>	-25	-25	-35	-33	-35
<b>Portugal</b>	-41	-34	-46	-46	-40
<b>Romania</b>	-	-44	-47	-47	-54
<b>Russia</b>	-21	-21	-41	-36	-44
<b>Singapore</b>	-34	-29	-35	-31	-35
<b>South Korea</b>	-41	-40	-42	-41	-43
<b>Spain</b>	-31	-30	-34	-34	-35
<b>Sweden</b>	-23	-23	-34	-34	-5
<b>Switzerland</b>	0	0	0	0	0
<b>Taiwan</b>	-61	-57	-64	-63	-66
<b>Thailand</b>	-61	-61	-64	-64	-64
<b>Turkey</b>	-21	-20	-35	-34	-35
<b>Ukraine</b>	-64	-63	-69	-69	-72
<b>UAE</b>	-43	-9	-30	-30	-30
<b>United Kingdom</b>	-23	-23	-28	-27	-24
<b>United States</b>	0	-	-16	-15	-
<b>Venezuela</b>	-47	-22	-28	-28	-21
<b>Vietnam</b>	-	-	-	-	-

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	Base salary	Non-variable remuneration	Total cash	Total cash & LTI	Total remuneration
<b>United Kingdom</b>	147,072	147,072	183,978	186,354	225,339
<b>Differentials (%)</b>					
<b>Argentina</b>	-30	-22	-24	-25	-23
<b>Australia</b>	-5	-4	-10	-11	-8
<b>Austria</b>	45	45	70	68	46
<b>Belgium</b>	18	21	11	0	42
<b>Brazil</b>	23	42	58	3	65
<b>Bulgaria</b>	-50	-49	-49	0	-56
<b>Canada</b>	24	24	31	47	-
<b>Chile</b>	0	9	-	6	-8
<b>China-Beijing</b>	0	8	-10	-11	-18
<b>China-Shanghai</b>	-18	-14	9	-11	-20
<b>Colombia</b>	-26	-2	-	-6	-8
<b>Czech Republic</b>	-6	-6	-25	-26	-34
<b>Denmark</b>	46	50	31	29	22
<b>Finland</b>	-14	-14	-	-	-33
<b>France</b>	0	-	-7	-4	-16
<b>Germany</b>	25	25	-	40	26
<b>Hong Kong</b>	20	25	17	18	7
<b>Hungary</b>	-31	-26	-29	-27	-24
<b>India</b>	-75	-	-53	-53	-51
<b>Indonesia</b>	-62	-62	-63	-63	-64
<b>Ireland</b>	22	22	24	22	25
<b>Italy</b>	30	31	32	30	21
<b>Japan</b>	-	-	5	8	27
<b>Malaysia</b>	-50	-46	-51	-44	-44
<b>Mexico</b>	-3	13	14	15	5
<b>Netherlands</b>	15	17	6	5	18
<b>New Zealand</b>	-32	-32	-41	-42	-44
<b>Norway</b>	-9	-9	-26	-27	-29
<b>Philippines</b>	-1	-48	-52	-51	-55
<b>Poland</b>	-	-2	-9	-9	-15
<b>Portugal</b>	-2	-15	-25	-26	-22
<b>Romania</b>	-	-27	-26	-27	-39
<b>Russia</b>	2	3	-18	-13	-27
<b>Singapore</b>	-14	-9	-10	-6	-14
<b>South Korea</b>	-24	-23	-20	-19	-25
<b>Spain</b>	-11	-10	-9	-10	-15
<b>Sweden</b>	-1	-1	-8	-9	24
<b>Switzerland</b>	29	29	39	37	31
<b>Taiwan</b>	-50	-45	-50	-50	-55
<b>Thailand</b>	-50	-49	-51	-51	-53
<b>Turkey</b>	2	3	-10	-10	-15
<b>Ukraine</b>	-53	-52	-57	-58	-63
<b>UAE</b>	-26	18	-3	-4	-8
<b>United Kingdom</b>	0	0	0	0	0
<b>United States</b>	30	-	17	16	-
<b>Venezuela</b>	-31	1	-1	-2	3
<b>Vietnam</b>	-	-	-	-	-