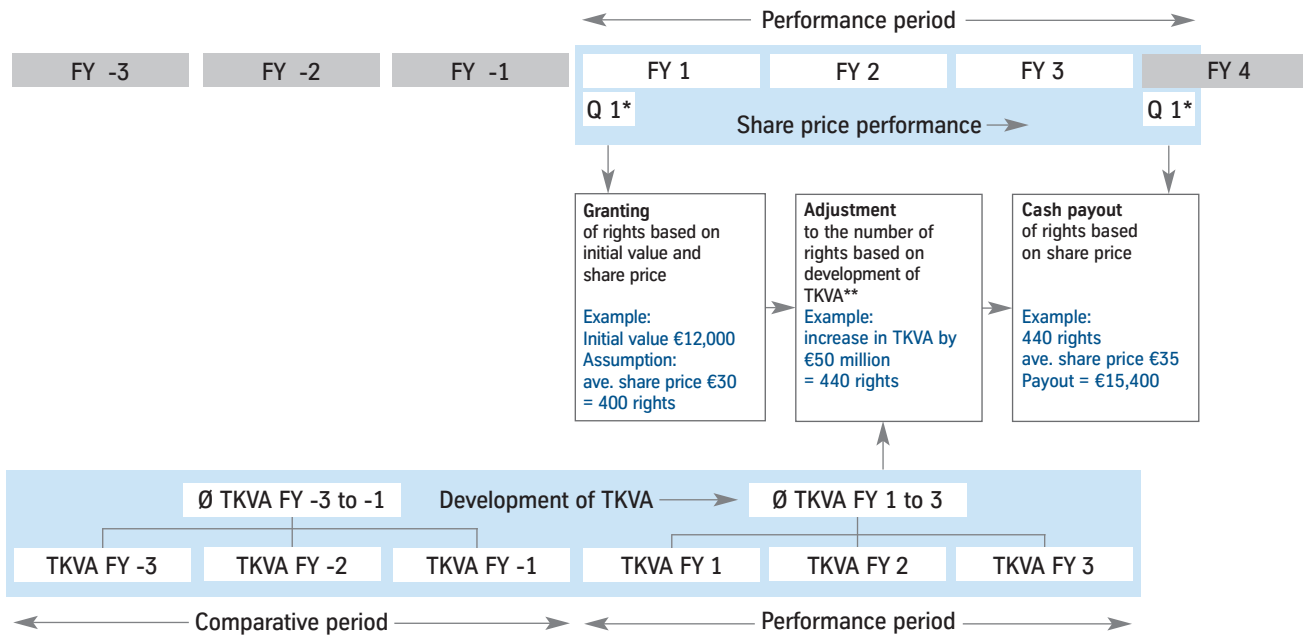


### ThyssenKrupp Mid Term Incentive Plan: Example



FY = Fiscal year

Q = Quarter

TKVA = ThyssenKrupp Value Added

\* Average share price over trading days in the quarter

\*\* increase in ave. TKVA by €50 million = increase in number of rights by 10%

reduction in ave. TKVA by €50 million = reduction in number of rights by 10%