

## PARTICIPANTS

### 2006 Austria CDB General Industry Executive Compensation Database

As of December 31, 2006

Accenture  
AT&T  
Cisco Systems  
CSC  
Dell Corporation  
EDS  
EMC Computer Systems  
Frequentis  
Fujitsu Siemens Computers  
Gallaher  
Gartner  
Gilead Sciences  
Heineken  
Hewlett-Packard  
Hitachi Data Systems  
IBM  
Infineon  
Logitech  
Microsoft  
mobilkom austria  
Nokia  
Rodamco Europe  
S&T System Integration & Technology Distribution  
SAP  
SAS Institute  
Sony Ericsson Mobile  
Tech Data  
Telekom Austria  
T-Mobile  
T-Systems  
Unisys  
Xerox

## PARTICIPANTS

### 2006 Austria CDB General Industry Middle Management, Professional, Technical and Administrative Database

As of December 31, 2006

Accenture  
Bank Austria Creditanstalt  
BAWAG P.S.K  
Capgemini  
Computer Associates  
CSC  
EDS  
Erste Bank  
Frequentis  
Hewlett-Packard  
IBM  
Infineon  
Microsoft  
mobilkom austria  
Motorola  
Nokia  
ONE  
Philips  
Raiffeisen International  
Raiffeisen Zentralbank Österreich  
Reuters  
Rio Tinto Minerals  
Rockwell Automation  
SAP  
Siemens  
s IT Solutions AT Spardat  
Sony Europe  
State Street Bank and Trust Company  
S&T System Integration & Technology Distribution  
Telekom Austria  
T-Mobile  
TridonicAtco  
UBS  
Unisys  
UPC Telekabel  
Österreichische Post AG  
Österreichische Volksbanken

## PARTICIPANTS

### 2006 Belgium CDB General Industry Executive Compensation Database As of December 31, 2006

Accenture	Merck Sharp & Dohme
Advanced Medical Optics	Microsoft
Agilent Technologies	Mobistar
Alcatel Bell	Motorola
Altana Pharma	Network Appliance
Astellas	Nokia
AT&T	Nortel
Avaya	Novo Nordisk Pharma Belgium
Baxter	Nycomed-Christiaens
Belgacom	Petresa
Besins Distribution Belgium	Pfizer
Besins International Belgium	Picanol
Biodiphar	Procter & Gamble
Biogen Idec	Progress Software
BMC Software	Reuters
Buhrmann NV	Rio Tinto Minerals
Bull Information Systems	Rockwell Automation
Cisco Systems	Sankyo Pharma
Cognos	Sanofi Pasteur MSD
Colt Telecommunications	SAP
Creative Labs	Sappi
CSC	SAS Institute
CSM	Schering-Plough
Delhaize Group	Servier Benelux
Dell Corporation	SN Brussels Airlines
Eastman	Sony Ericsson Mobile
Eli Lilly	Sony Europe
Eumedica	Sun Microsystems
Euroclear	SWIFT SCRL
FEI Company	Telenet
Fujitsu Services	Travelport
Gartner	UCB
Genzyme	Vandemoortele
GlaxoSmithKline	
Groupe CFE	
Hercules Europe	
Hewlett-Packard	
IBM	
Infosys Technologies	
Intel Corporation	
JLG Industries	
Lilly Services	
Lucent Technologies	
Lundbeck	
Merck	

## PARTICIPANTS

### 2006 Belgium CDB General Industry Middle Management, Professional, Technical and Administrative Database

As of December 31, 2006

Abbott	Hitachi Data Systems	UCB
Advanced Medical Optics	IMS Health	Vandemoortele
Agilent Technologies	Intel Corporation	Wyeth
Alcon	Janssen-Cilag	
Almirall	Leo Pharma	
Alpharma	Lilly Services	
Altana Pharma	Lucent Technologies	
Applied Materials	Merck Belgolabo	
Astellas	Merck Sharp & Dohme	
Astra-Zeneca	Microsoft	
Atos Origin	Mobistar	
AT&T	Motorola	
Avaya	MSC	
AXA Technologies	Network Appliance	
Baxter	Nokia	
BEA Systems	Norgine	
Belgacom	Nortel	
Besins Distribution Belgium	Novartis Pharma	
Besins International Belgium	Novo Nordisk Pharma Belgium	
Bexal	Nycomed-Christiaens	
Biodiphar	Pfizer	
BMC Software	Pfizer PAH PCH PESC	
Boehringer Ingelheim	Plantronics	
Bristol-Myers-Squibb	Procter & Gamble	
Cardinal Health	Progress Software	
Cisco Systems	Reuters	
Cockerill Sambre	Roche	
Cognos	Sankyo Pharma	
Colt Telecommunications	Sanofi Aventis	
CSC	Sanofi Pasteur	
Delhaize Group	Sappi	
Dell Corporation	SAS Institute	
Deloitte	Schering	
Eastman	Schering-Plough	
EDS	Serono	
Eli Lilly	Servier Benelux	
EMC Computer Systems	Solvay	
Euroclear	Sony Ericsson Mobile	
Eurogenerics	Sony Europe	
Expedia Europe	Sumitomo Mitsui Banking Corporation	
Ferrero	SWIFT SCRL	
Fujitsu Services	Sybase Software	
Galderma Belgilux	Teradyne	
Gartner	TietoEnator	
GlaxoSmithKline	Trend Micro	
Hercules Europe	UBS	
Hewlett-Packard		

## PARTICIPANTS

### 2006 France CDB General Industry Executive Compensation Database

As of December 31, 2006

Abbott	Creative Labs	Laboratoires Takeda
Accenture	Crédit Agricole Asset Management	Laboratoires Théraxem
Advanced Medical Optics	Crédit Agricole Immobilier	LFB
Agilent Technologies	Crédit Agricole Leasing	Lilly
Alcon	Crédit Agricole Siège	Lucent Technologies
ALD (Groupe Société Générale)	Crédit Lyonnais	Lundbeck
Altana Pharma	Crédit Suisse	Merck Sharp & Dohme - Chibret
Amadeus Global Travel Distribution	CSC	Merrill Lynch
Amazon	CSM	Microsoft
Amgen	Dell Corporation	Motorola
AOL	EDS	Natexis Asset Management
Applied Materials	Elpida	Natexis Banques Populaires
AstraZeneca	EMC Computer Systems	NEC Electronics Europe
AstraZeneca Dunkerque	Epson	Network Appliance
AstraZeneca Monts	Euroclear	Norgine Pharma
AstraZeneca Reims	Eurofactor	Nortel
AT&T	Euronext	Novartis Pharma
AXA Investment Managers	EuroVL (Groupe Société Générale)	Otsuka
Banque de Gestion Privée Indosuez	Expedia Europe	Pacifica
Barclays	FIMAT (Groupe Société Générale)	Pfizer Central
BEA Systems	Finaref	Pharmion
Biogen Idec	Freescall Semiconductors	Predica
BMC Software	Fujitsu Microelectronics	Progress Software
BNP Paribas	Genzyme	Reuters
BNP Paribas Asset Management	Getty Images	Rexel
BNP Paribas Banque Privée	Gilead Sciences	Rio Tinto Minerals
BNP Paribas Securities Services	Grosfillex	Rockwell Automation
Boehringer Ingelheim	GSK Laboratoires	Sankyo Pharma
Bouygues Telecom	HALBIS Partners	Sanofi Pasteur MSD
Bristol-Myers Squibb	Hercules Europe	SAP
CACEIS Fastnet	Hewlett-Packard	SAS Institute
Caisse des Dépôts et Consignations	Hitachi Data Systems	Schering-Plough
DBR	HSBC Bank	Schwarz Pharma
Caisse des Dépôts et Consignations	HSBC Investments	Serono
DDRA	IBM	SFR
Caisse des Dépôts et Consignations	IMS Health	Sinopia
DRR	Infosys Technologies	Société Générale Asset Management
Caisse des Dépôts et Consignations	ING Real Estate	Société Générale CEN
SGG	Intel Corporation	Société Générale GIMS Private Banking
Caisse Nationale des Caisses d'Épargne	Invista	Société Générale GIMS Services Centraux
Calyon	Ipsen	Société Générale Securities Services (SGSS)
Cedicam	IXIS Asset Management	Sofinco
Cisco Systems	IXIS CIB	Sogeposte
Citrix	Janssen-Cilag	
Cognos	JLG Industries	
Completel	JP Morgan Chase	
	Laboratoires Fournier	

Sony Ericsson Mobile  
Sony Europe  
State Street Bank and Trust  
Company  
Steria  
STMicroelectronics  
Sumitomo Mitsui Banking  
Corporation  
Sun Microsystems  
Tektronix  
Teradyne  
Texas Instruments  
Travelport  
UBS  
UCB Pharma  
Vandemoortele  
Wavecom  
Xerox  
Yahoo!

## PARTICIPANTS

### 2006 France CDB General Industry Middle Management, Professional, Technical & Administrative Database

As of December 31, 2006

Accenture	Cedicam	Motorola
AT&T	Citrix	NCR
Cisco Systems	Cognos	NEC Electronics Europe
CSC	Completel	Norgine Pharma
Dell Corporation	Crédit Agricole Immobilier	Nortel
EDS	Crédit Agricole Leasing	Novartis Pharma
EMC Computer Systems	Crédit Agricole Siège	Novo Nordisk
Hewlett-Packard	Crédit Lyonnais	P&G Healthcare
Hitachi Data Systems	CSM	Pfizer Central
IBM	E & J Gallo Winery	Pharmion
Microsoft	Eastman	Progress Software
SAP	Epson	Rémy Cointreau
SAS Institute	Euroclear	Reuters
Sony Ericsson Mobile	Eurofactor	Rockwell Automation
Abbott	Expanscience	Sankyo Pharma
Acer	Expedia Europe	Schering-Plough
Advanced Medical Optics	Ferrero	Schwarz Pharma
Agilent Technologies	Finaref	Serono
Allergan	Fortis	SFR
Almirall	France Air	Silicon Graphics
Altana Pharma	Franklin Templeton	Sofinco
Amadeus Global Travel Distribution	Freescale Semiconductors	Sony Europe
Amazon	Fujitsu Microelectronics	Steria
AOL	Galderma International	StorageTek
Applied Materials	Gap	Sun Microsystems
AstraZeneca	Getty Images	Tektronix
AstraZeneca Dunkerque	Grosfillex	Teradyne
AstraZeneca Monts	Groupe HSBC-CCF	Texas Instruments
AstraZeneca Reims	Hercules Europe	Travelport
AXA Investment Managers	IMS Health	Wavecom
AXA Technologies	InfoVista	West Pharmaceutical Services
Baxter	Intel Corporation	Yahoo!
BEA Systems	Invista	
Biogen Idec	Ipsen	
BMC Software	Janssen-Cilag	
BNP Paribas	JLG Industries	
BNP Paribas Asset Management	Laboratoires Alcon	
Boehringer Ingelheim	Laboratoires Fournier	
Bouygues Telecom	Laboratoires Takeda	
Bristol-Myers Squibb	Laboratoires Théramex	
Caisse des Dépôts et Consignations	LFB	
DDRA	Lilly	
Caisse des Dépôts et Consignations	Lucent Technologies	
SGG	Lundbeck	
Caisse Nationale des Caisses	Merck Santé	
d'Epargne	Merck Sharp & Dohme - Chibret	

## PARTICIPANTS

### 2006 Germany CDB General Industry Executive Compensation Database As of December 31, 2006

Accenture	Deutsche Telekom
AT&T	Endemol
Cisco Systems	Epson
CSC	FEI Company
Dell Corporation	Google
EDS	Hagemeyer
EMC Computer Systems	Hyperion
Fujitsu Siemens Computers	IMG
Gartner	Intel Corporation
Gilead Sciences	Interwoven
Hewlett-Packard	IXOS Software/Openext
Hitachi Data Systems	JLG Industries
IBM	KPN
Infineon	Lafarge
Logitech	LSI Logic
Microsoft	Lucent Technologies
Nokia	Motorola
SAP	NEC Electronics Europe
SAS Institute	Network Appliance
Sony Ericsson Mobile	Nortel
Tech Data	Novell
T-Mobile	Pilkington
T-Systems	Randstad
Unisys	Reuters
Xerox	Rohde & Schwarz
Agilent Technologies	Sage Group
Alcatel	Software AG
Amazon	Sony Europe
AMD	Sophos
AOL	Sybase Software
Applied Materials	Tektronix
Atradius	Tele2
AutoScout24	Teradyne
Avaya	Travelport
Avnet	Trend Micro
BEA Systems	Verizon Business
BP	Vodafone Group Services
BT Global Services	Yahoo!
Buongiorno Vitaminic	
Carl Zeiss	
CH2M Hill	
Citrix	
Cognos	
Colt Telecommunications	
Computacenter	
Computer Associates	
CSM	

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As of December 31, 2006

Accenture	Bayerische Landesbank	Eckes Spirituosen & Wein
AT&T	BEA Systems	Eurohypo
Cisco Systems	Berenberg	Expedia Europe
CSC	BNP Paribas	ExxonMobil
Dell Corporation	BNP Paribas IT	Faurecia
EDS	Bombardier Transportation	Ferrero
EMC Computer Systems	BP Oil	Fidelity Investments International
Fujitsu Siemens Computers	Bremer Landesbank	First Data
Gartner	BT	Franklin Templeton
Hewlett-Packard	Cable & Wireless	Fujitsu Microelectronics
Hitachi Data Systems	Campbell's	Fujitsu Services
IBM	Cardinal Health	GEFA
Microsoft	Carl Zeiss	Getrag Ford Transmissions
Nokia	CCE AG	Grupo Santander
SAP	Celanese	H.B. Fuller
SAS Institute	Chiron	Hakle-Kimberly
Sony Ericsson Mobile	Ciba	Harman Becker
T-Mobile	Citicorp Deutschland GmbH	Hercules Europe
T-Systems	Citrix	Holsten-Brauerei AG
3i	Coca-Cola Enterprises	HypoVereinsbank
Aareal Bank	Cognis	IKEA IT
ABN AMRO	Cognos	Ineos Phenol
Acer	comdirect	Intel Corporation
adidas	Commerz Grundbesitz-Gesellschaft	Intier Automotive Seating Systems
Advanced Medical Optics	Commerzbank	Invista
Agilent Technologies	Computacenter	Jerini
Alcatel	Covance	JLG Industries
Allianz Dresdner Global Investors	Crédit Suisse	Johnson Controls
Deutschland	Credit Suisse Asset Management	JP Morgan Chase
Amazon	CSM	JT International
AMB Generali	DaimlerChrysler Services	Julius Baer
AMD	Danone	KaVo
American Express	Datev	Landesbank Baden-Württemberg
AOL	DB Direkt	(LBBW)
Aptar	Degussa	Landesbank Hessen-Thüringen
AstraZeneca	DekaBank Deutsche Girozentrale	(Helaba)
Atos Origin	Delbrück Bethmann Maffei AG	Landwirtschaftliche Rentenbank
Avaya	Deutsche Apotheker- und Ärztebank	Lanxess
AXA Technologies	Deutsche Bank	L-Bank
Bahlsen	Deutsche Bank IT	Lear
Bank of America	Deutsche Telekom	LfA Förderbank Bayern
Barclays Capital	Deutsche VerkehrsBank	Lilly
Barclays Plc	Dow	Masterfoods
Baring Intl Asset Administration	Dresdner Bank	McDonald's
Baxter	DZ Bank AG	MEAG MUNICH ERGO
Bayer	E & J Gallo Winery	AssetManagement
Bayer Pharma	Eastman	Merck KGaA

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Metzler  
Michelin  
Motorola  
NASPA  
NEC  
NEC Electronics Europe  
Nortel  
Novartis  
Novell  
Novo Nordisk  
NRW Bank  
O2  
Oppenheim Immobilien  
PDF Solutions  
Pharmion  
Philip Morris  
Postbank  
Rabobank International  
Randstad  
Reuters  
Rockwell Automation  
Rohde & Schwarz  
Royal Bank of Scotland Group  
RWE  
Sachsen LB  
Samsung SDS  
Sanofi Aventis  
Schroders Investment Management  
Softlab  
Software AG  
Sony Europe  
Sprint  
Suzuki International Europe  
Takata-Petri  
Tele2  
Tetra  
Timken  
Trend Micro  
TRW Düsseldorf  
UBS  
Underwriters Laboratories  
Vodafone  
West Pharmaceutical Services  
WestLB  
Wrigley  
Yahoo!

## PARTICIPANTS

### 2006 Ireland CDB General Industry Middle Management, Professional, Technical and Administrative Database

As of December 31, 2006

Accenture  
Cisco Systems  
Dell Corporation  
Gartner  
Gilead Sciences  
Hewlett-Packard  
IBM  
Amazon  
Analog Devices  
Apple Computer  
Baxter  
BT  
Cambridge Laboratories  
Creative Labs  
Crown Castle International  
Intel Corporation  
Ipsen  
Reuters  
Sony Europe

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### 2006 Italy CDB General Industry Executive Compensation Database As of December 31, 2006

Accenture	Pearle Europe
Acer	PPR-FNAC
Agilent Technologies	Reuters
American Express	Rexel
Amplifon	SanPaolo IMI
Atos Origin	SAP
AT&T	SAS Institute
Autogrill	Solvay
Autostrade per L'Italia	Sony Ericsson Mobile
Baxter	Sony Europe
BEA Systems	Tech Data
Benetton Group	Telecom Italia Wireline Div.
BMW	Teradyne
BT Global Services	T-Systems
Campari	Unisys
Canon	Vodafone
Cendant Europe	WIND
Cisco Systems	Wind Telecomunicazioni
Creative Labs	Xerox
CSC	
EDS	
EMC Computer Systems	
Enel	
Epson	
Exide	
Fastweb	
Ferrero	
Ferrovie dello Stato	
Fiat	
Fujitsu Siemens Computers	
Garnter	
Geox	
Gilead Sciences	
Hitachi Data Systems	
IBM	
Infineon	
Intel Corporation	
Intertaba	
Italtel	
Luxottica	
M&G Finanziaria	
Micron Europe	
Microsoft	
Motorola	
NCR	
Nokia	
Nortel	

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### 2006 Italy CDB General Industry Middle Management, Professional, Technical and Administrative Database

As of December 31, 2006

AbaxBank	Gas Jeans
Accenture	Geox
Advanced Medical Optics	Gruppo Coin
Alcatel	Hercules Europe
Alpitour	Hewlett-Packard
American Express	IDEX Corporation
Amplifon	Invista
AstraZeneca	JLG Industries
Autogrill	KPMG
Banca IMI	Mediobanca
Banca Intesa - Divisione Corporate	MEMC
Baxter	M&G Finanziaria
B&B Italia	Microsoft
Belleli Energy	Motorola
BNL	Nokia
Boehringer Ingelheim	Novartis Pharma
Borsa Italiana	Nuovo Pignone
CAAM sgr	OBI Italia
Calyon	Opodo
Campari	Pfizer
Candy	Pharmion
Canon	RCS Media Group
Carrefour Italia	Reuters
Castorama	Reynolds and Reynolds
Chiesi	La Rinascente
Chiron	Rio Tinto Minerals
Conforama	Rockwell Automation
CPL Concordia	Sanofi Aventis
Crédit Suisse Italy	Sanofi Pasteur MSD
CSM	Schering-Plough
Dell Corporation	Schwarz Pharma
Deloitte	Snamprogetti
De Longhi	Société Générale CIB
Diesel	Sony Europe
Eastman	Spea Ingegneria
EDS	Techint
E & J Gallo Winery	Technip
Enel	Tecnimont
EnelPower	3i
Ermenegildo Zegna	Travelport
Ernst & Young	Unisys
Esprinet	Vandemoortele
Expedia Europe	Vodafone
Ferrero	Wyeth-Lederle
Fila	Xerox
Fnac Italia Cultura e Comunicazione	Yahoo!
Games Workshop Italia	Yamaha Motor Components

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Yamaha Motor Italia  
Zambon

## PARTICIPANTS

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As of December 31, 2006

Accenture	Exact Holding
AT&T	FEI Company
Cisco Systems	Getronics
CSC	GTI NV
Dell Corporation	Hagemeyer
EDS	Hyperion
EMC Computer Systems	ING Group
Fujitsu Siemens Computers	Intel Corporation
Gartner	Irdeto Access
Heineken	JLG Industries
Hewlett-Packard	Kesa
Hitachi Data Systems	KLM
IBM	KPN
Logitech	Liberty Global Europe
Microsoft	Lucent Technologies
Nokia	Network Appliance
SAP	NIBC Bank
SAS Institute	Nortel
Sony Ericsson Mobile	Numico
T-Mobile	Nuon
T-Systems	Nutreco
Unisys	OCE
ABN AMRO	Oracle Corporation
Achmea	Orange Broadband
Agilent Technologies	Philips Electronics
Ahold	Pon Holdings
Alcatel	Priority Telecom
Applied Materials	Randstad
Atradius	Reed Elsevier
AutoScout24	Reuters
Avnet	Shell
Bacardi	SHV Holdings
BEA Systems	SNS REAAL
Boskalis	Sony Europe
BT Global Services	Sybase Software
Buhrmann NV	Telfort
Buongiorno Vitaminic	TNT
Canon Europe	TSMC
Corus	Unilever NV
CSM	VastNed
Delta Lloyd Bank	Vedior
DHL	Verizon Business
Draka Holding	Vesteda
DSM	Vopak
Endemol	Wolters Kluwer
Epson	
Euroclear	

## PARTICIPANTS

### 2006 Netherlands CDB General Industry Middle Management, Professional, Technical & Administrative Database

As of December 31, 2006

ABN AMRO Corporate	Genzyme	State Street Bank and Trust
ABN AMRO Wholesale	Groupe CFE	Company
Accenture	Hercules Europe	Sun Microsystems
Advanced Medical Optics	Hewlett-Packard	Telfort
Alcatel Telecom	Hudson	T-Mobile
Amgen	Hyperion	UBS
Amsterdam Internet Exchange	IBM	Upper Deck Europe
Applied Materials	IDEX Corporation	Vandemoortele
AT&T	ING Corporate	Yahoo!
Bacardi Martini	ING Real Estate	
Barclays Global Investors	ING Wholesale	
Bausch & Lomb	Intel Corporation	
Baxter	Invista	
Biogen Idec	Janssen-Cilag	
BMC Software	JLG Industries	
Bruynzeel	KPN	
Buhrmann NV	LeasePlan	
Canon	Liberty Global Europe	
Cisco Systems	Lloyds TSB	
Colt Telecommunications	LogicaCMG WN NL	
Crucell	Lucent Technologies	
CSC	Microsoft	
CSM	Mojo Concerts BV	
CTO	Motorola	
Dell Corporation	Network Appliance	
Demir-Halk Bank (Nederland) NV	NIBC Bank	
Deutsche Bank	Nokia	
Deutsche VerkehrsBank	Nortel	
DHL	Notox	
D&M	Novo Nordisk	
Eastman	Orange Broadband	
EDS	Pepscan Systems	
Eli Lilly	Petercam	
EMC Computer Systems	Pfizer	
Epson	P&G Healthcare	
Ernst & Young	Rabobank Corporate	
Euroclear	Rabobank Wholesale	
Euronext	Reuters	
Fidelity Investments International	Rockwell Automation	
Fortis	SAP	
Fortis Investments	SAS Institute	
Fujitsu Services	Schering-Plough	
Future Diagnostics	SITA	
GE Healthcare	SNS REAAL	
Genmab	Sony Ericsson Mobile	

## PARTICIPANTS

### 2006 Spain CDB General Industry Executive Compensation Database As of December 31, 2006

Gilead Sciences	Nortel
Heineken	OKI
Hewlett-Packard	Oracle Corporation
Hitachi Data Systems	Randstad
IBM	Research in Motion
Microsoft	Reuters
Nokia	Sage Group
Rodamco Europe	Software AG
SAP	Sony Europe
SAS Institute	Sun Microsystems
Sony Ericsson Mobile	Telefónica I+D
Tech Data	Travelport
T-Systems	VastNed
Unisys	Vignette
Xerox	Wincor Nixdorf
Agilent Technologies	
Alcatel	
AutoScout24	
Avaya	
Avnet	
BEA Systems	
BMC Software	
BP	
BT Global Services	
Buongiorno Vitaminic	
Cable & Wireless	
CH2M Hill	
Cognos	
Colt Telecommunications	
Computer Associates	
Creative Labs	
CSM	
Endemol	
Epson	
Ericsson	
France Telecom	
Fujitsu España	
Getronics	
Hagemeyer	
IMS Health	
Intel Corporation	
JLG Industries	
Lafarge	
Lucent Technologies	
Motorola	
NCR	

## PARTICIPANTS

### 2006 Spain CDB General Industry Middle Management, Professional, Technical & Administrative Database

As of December 31, 2006

Abbott	Compo Agricultura	Mazda
ABN AMRO	Confederación Española de Cajas de Ahorros (CECA)	MBNA
Accenture	Crédit Suisse	Medichem
Advanced Medical Optics	CSC	Merck
Agilent Technologies	CSM	Merck Sharp & Dohme
Agrodan	Dell Corporation	Merrill Lynch
Ahorro Corporación	Deloitte	Microsoft
AlconCusi	Deutsche Bank	MMC Automóviles
Almirall	Dow Agrosiences Ibérica	Monsanto Agricultura
Altana Pharma	Dresdner Bank	Motorola
Aragonesas Agro	Eastman	Network Appliance
AstraZeneca	EDS	Nortel
AT&T	EMC Computer Systems	Novartis
Avaya	Epson	Nufarm España
Bancaja	Espirito Santo Investment, S.A.U., S.V.	Pfizer
Banco Espirito Santo	Esteve	Porsche
Banco Pastor	Expedia Europe	Rabobank International
Banco Popular	Ferrer	Reuters
Banco Sabadell	Fiat	Rio Tinto Minerals
Banco Urquijo	Fortis	Roche
Banesto	France Telecom	Rockwell Automation
Barclaycard	Gartner	Royal Bank of Scotland Group
Barclays Capital	Gilead Sciences	Sanofi Aventis
Barclays Plc	GlaxoSmithKline	SAP
BASF	Grupo Santander	SAS Institute
Bayer CropScience	Hercules Europe	Schering
BBK	Hewlett-Packard	Schering-Plough
BBVA	Hitachi Data Systems	Sipcam Inagra, S.A.
Biogen Idec	Holcim	Société Générale
BMC Software	Honda	Solvay
BMW Ibérica	Hyundai	Sony Ericsson Mobile
Boehringer Ingelheim	Indra	Sony Europe
Bristol-Myers-Squibb	Industrias Químicas del Vallés	Sun Microsystems
BT	infoCaja	Suzuki Motor Ibérica
La Caixa	ING Belgium	Syngenta Agro
Caixa Catalunya	ING Real Estate	Telefónica de España
Caixa Galicia	Intel Corporation	Telefónica I+D
Caja de Ahorros del Mediterraneo	Invista	Teva Pharmaceuticals
Caja España	Janssen-Cilag	Toyota España
Calyon	JLG Industries	UBS
Capgemini	JP Morgan Chase	Unisys
Chevrolet España	Lilly	Vandemoortele
CH2M Hill	Lloyds TSB	Volkswagen Audi
Cisco Systems	Logitech	Volvo Cars
Citigroup	Lucent Technologies	Volvo Truck
Citrix		WestLB
Colt Telecommunications		Wyeth

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Yahoo!

## PARTICIPANTS

### 2006 Switzerland CDB General Industry Executive Compensation Database As of December 31, 2006

Accenture	Lexmark International
AT&T	Lonza Group
Cisco Systems	Meggitt
CSC	Motorola
Dell Corporation	Nestlé
EDS	Network Appliance
EMC Computer Systems	Nortel
Fujitsu Siemens Computers	Novartis
Gallaher	Oracle Corporation
Gartner	Orange
Hewlett-Packard	Philip Morris International
Hitachi Data Systems	Reuters
IBM	Richemont
Logitech	Roche Holding AG
Microsoft	Sage Group
Nokia	Serono
SAP	Sony Europe
SAS Institute	STMicroelectronics
Tech Data	Swisscom
T-Systems	Syngenta
Unisys	TDC - Sunrise
Xerox	Tetra Pak
Adecco SA	Travelport
Agilent Technologies	UBS
Alcoa	Vedior
Alstom	
Baxter	
BEA Systems	
Belgacom	
BT Global Services	
Ciba	
Citrix	
Clariant	
Cognos	
Computer Associates	
Crédit Suisse	
Electronic Arts	
Ermenegildo Zegna	
Givaudan	
Hagemeyer	
Imerys	
IMG	
IMS Health	
JTI	
Julius Baer	
Lafarge	

## PARTICIPANTS

### 2006 Switzerland CDB General Industry Middle Management, Professional, Technical and Administrative Database

As of December 31, 2006

Accenture	Schaffhauser Kantonalbank
Advanced Medical Optics	Schweizerische Sprengstoff AG - Cheddite
Alcatel	Schwyz Kantonalbank
AMO Switzerland	Société Générale
Appenzeller Kantonalbank	Sony Europe
Avaya	Swisscanto
Bank Hofmann	Swisscom
Banque Cantonale Vaudoise	Swiss Re
Baxter	TDC - Sunrise
Bombardier Transportation	Tektronix
Canon	Telekurs
Capital Group	Travelport
Chemgo Organica	UBS
Cisco Systems	Unisys
Cognos	Urner Kantonalbank
Covance	Vontobel
Crédit Suisse	Zuger Kantonalbank
Credit Suisse Asset Management	Zürcher Kantonalbank
Crédit Suisse IT Division	
CSC	
Dell Corporation	
EDS	
Glarner Kantonalbank	
Gremolith	
Hewlett-Packard	
IMG	
Intel Corporation	
Intershop Holding	
Invista	
Julius Baer	
LGT	
Logitech	
Microsoft	
Migros Bank	
Motorola	
Neue Aargauer Bank	
Novartis	
Obwaldner Kantonalbank	
Oracle Corporation	
Orange	
Reuters	
Rockwell Automation	
SAP	
Sarasin	

## PARTICIPANTS

### 2006 United Kingdom CDB General Industry Executive Compensation Database As of December 31, 2006

Accenture	BP	Inmarsat
AT&T	British American Tobacco	Intel Corporation
Cisco Systems	British Sky Broadcasting	Intercontinental Hotels
CSC	BT	International Power
Dell Corporation	BT Global Services	Invensys
EDS	Buongiorno Vitaminic	ITV
EMC Computer Systems	Burberry	IXOS Software/Openext
Fujitsu Siemens Computers	Burger King	J Sainsbury
Gallaher	Cable & Wireless	JLG Industries
Gartner	Cadbury Schweppes	John Lewis Partnership
Gilead Sciences	Cambridge Silicon Radio	Kalido
Hewlett-Packard	Canon Europe	Kesa
Hitachi Data Systems	Canon UK	Kingfisher
IBM	Centrica	Lafarge
Logitech	CH2M Hill	Land Securities
Microsoft	Cognos	Lend Lease
Nokia	Colt Telecommunications	Liberty Global Europe
SAS Institute	Computacenter	Littlewoods
Sony Ericsson Mobile	Computer Associates	Lonmin
Tech Data	Co-operative Group	LSI Logic
T-Mobile	Corus	Lucent Technologies
T-Systems	Creative Labs	MacDonald Dettwiler and Associates
Unisys	CSM	Marconi Corporation
Xerox	DSG	Marks & Spencer
Aerosystems International	Easynet	Meggitt
Aggreko	Endemol	MFI
Agilent Technologies	Epson	Micron Europe
Alcatel	Euroclear	Misys Banking Systems
Alliance Boots	Experian	Mitchells and Butlers
Amazon	FKI	National Air Traffic Services
Amec	Fujitsu Services	National Grid
Anglo American	Fujitsu Telecommunications	National Grid Wireless
Applied Materials	GE Healthcare	Network Appliance
Arla Foods	General Dynamics	Network Rail
Asda	George Wimpey	Next
Associated British Foods	GKN	Nortel
AstraZeneca	GlaxoSmithKline	O2
Atradius	Google	OKI
Avanade	Group 4 Securicor	Opodo
Avnet	Hagemeyer	Orange
BAA	HMV	Pearson
BAe Systems	Hyperion	Pilkington
BEA Systems	ICI	Premier Farnell
BG	Imerys	Randstad
BHP Billiton	Imperial Tobacco	Rank
BNFL	IMS Health	Reckitt Benckiser
BOC Group	Inchcape	Reed Elsevier

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Rentokil Initial  
Reuters  
Rexam  
RHM  
Rio Tinto  
Rolls-Royce  
Royal Mail  
RWE npower  
RWE Thames Water  
SAB Miller  
Sabio  
Sage Group  
Scottish & Newcastle  
Scottish & Southern Energy  
Scottish Power  
Serco Group  
Shell  
Shire  
Siemens  
Signet  
Smith & Nephew  
Smiths Group  
Sony Europe  
Sophos  
Stora Enso  
Sybase Software  
Symbian  
Tate & Lyle  
Taylor Woodrow  
Teradyne  
Three  
Travelport  
Trend Micro  
UCB  
Unilever  
United Business Media  
Vedior  
Verizon Business  
Viridian  
VNU  
Vodafone  
Vodafone Group Services  
Whitbread  
William Hill  
Wilson Bowden  
Wolseley  
Woolworths  
Xansa plc  
Xstrata  
Yahoo!  
Yell Group

## PARTICIPANTS

### 2006 United Kingdom CDB General Industry Middle Management, Professional, Technical and Administrative Database

As of December 31, 2006

Aardman Animations	CIBC World Markets	Gilead Sciences
Abbey	CIGNA	GlaxoSmithKline
ABN AMRO	Cisco Systems	Globeleq Advisors Limited
Accenture	Cognos	Google
Advanced Medical Optics	Computer Associates	Guardian Newspapers
AEGON UK	ConocoPhillips	Harris
AET UK	Covance	Hercules Europe
Agilent Technologies	Creative Labs	Hewlett-Packard
Alcatel Telecom	Crédit Suisse	Higham Group
Amazon	CSC	Hit Entertainment
American Express	CSM	HSBC Bank
Amgen	Curtis-Wright Controls	IBM
AOL	Dell Corporation	IDEX Corporation
Astellas	Deutsche VerkehrsBank	IMS Health
AstraZeneca	Discovery Networks Europe	Independent Newspapers
AT&T	Disney Channel	Intel Corporation
AXA Sun Life	Eastman	International Power
AXA Technologies	Easynet	Intier Automotive Seating Systems
Banca Intesa - Divisione Corporate	The Economist	Investcorp International
Barclaycard	Edexcel	Invista
Barclays Central Support	EDF Energy	Ipsen
Barclays Life Assurance Company	EDF Trading	ITV
Barclays Plc	EDS	JLG Industries
Barclays Retail Bank	E Funds	JP Morgan Chase
Bausch & Lomb	EMC Computer Systems	Legal & General Investment Management
BBC	EMI	Lilly
BG	ENI UK	Lloyds TSB
BHP Billiton	Entertainment Rights	Lloyds TSB Insurance
Biogen Idec	E.On	Lockheed Martin UK Integrated Systems
BNFL	Euroclear	MacDonald Dettwiler and Associates
BP	Euronext	Merrill Lynch
Bristol-Myers Squibb	Expedia Europe	MessageLabs
British Energy	Financial Services Authority	Micron Europe
British Sky Broadcasting	Financial Services Compensation Scheme	Microsoft
BT	Financial Times	Misys Banking Systems
BUPA	First Data	Motorola
Burger King	First Rate Exchange Services	MTV Networks Europe
Calyon	Five	National Geographic Channel
Cambridge Laboratories	Flextech Television	National Grid
Canon	Franklin Templeton	Nexen Petroleum UK
Capgemini	Fujitsu Services	NFU Mutual
Capital Group	Gartner	Nickelodeon
Capital One UK	GE Healthcare	Nokia
Centrica	Genzyme	Nortel
Channel 4	Gerrard	Norwich Union Group
Chiron	Getty Images	
Chugai		

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Novartis	Unisys
NTL	Vandemoortele
Ofcom	Viridian
O2	Vodafone Group Services
Palm	Warner Music UK
Pfizer	WCI Group
Pfizer Central Research	Woolworths
Pharmion	Yahoo!
QVC	Yell Group
Renovo	
Reuters	
Rio Tinto	
Roche	
Rockwell Automation	
Royal Bank of Scotland Group	
Royal Mail	
RWE AG	
RWE npower	
RWE Thames Water	
Sage Group	
Sanctuary Music	
Sankyo Pharma	
Sanofi Aventis	
SAP	
Scottish Power	
Scottish & Southern Energy	
Shell	
Shell Trading	
Siemens	
Siemens Business Services	
SMG	
Sony BMG	
Sony Ericsson Mobile	
Sony Europe	
Sony Pictures	
State Street Bank and Trust Company	
Sun Microsystems	
Technicolor	
Telegraph Group	
Texas Instruments	
Textron	
TFL	
Thus	
Total Gas and Power Limited	
Travelport	
TRL	
TRW Automotive	
Turner Broadcasting	
2entertain	
UCB	