



Celanese Corporation



CE NYSE

Chemicals - Commodity

Market Capitalization USD:

\$5,085.87 mm

CONCERN LEVEL: LOW

- 1 The CEO's total remuneration is within the typical market range for the relevant industry and market cap.
- 2 The ratio between the CEO's pay and the median pay of the other named executive officers is 3X or less.
- 3 The CEO's annual cash incentives rose or fell in line with annual performance.
- 4 The CEO received no more than one annual cash bonus this fiscal year.
- 5 The CEO's equity remuneration reflected the company's share price movement over the last five years.
- 6 The company only pays long-term incentives to the CEO for above median performance against a peer group.
- 7 The company's dilution from equity incentives is 10 percent or less. 
- 8 Unvested equity lapses when the CEO's employment is terminated. 
- 9 The CEO's potential cash severance payment is capped at two times annual cash remuneration.
- 10 The accrued benefits of the CEO's post-retirement income are within the typical market range for the relevant market cap bracket.

CEO: David N. Weidman

Age: 55

CEO Since: 2004

	2009	2010	2011
Base Salary	\$934,615	\$900,000	\$900,000
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$1,891,931	\$2,325,607	\$1,441,872
Benefits and Perquisites	\$50,719	\$74,857	\$52,752
TOTAL ANNUAL COMPENSATION	\$2,877,265	\$3,300,464	\$2,394,624
Increase in Post-Retirement Benefits	\$450,834	\$835,383	\$535,817
Stock Option Awards	\$598,324	\$991,808	\$1,067,763
Stock Awards	\$5,134,899	\$3,437,994	\$3,307,799
TOTAL COMPENSATION	\$9,061,322	\$8,565,649	\$7,306,003
Median of Other Named Executive Officers Total Compensation	\$2,791,721	\$4,062,328	\$3,368,207
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$0	\$4,890,387	\$10,625,632
TOTAL REALIZED EQUITY COMPENSATION	\$0	\$4,890,387	\$10,625,632

Proxy Date: 9 Mar 2012

Annual Meeting Date: 19 Apr 2012

Equity Reserves: 20.10%

Stock Option Run Rate: 0.13%

Celanese Corporation

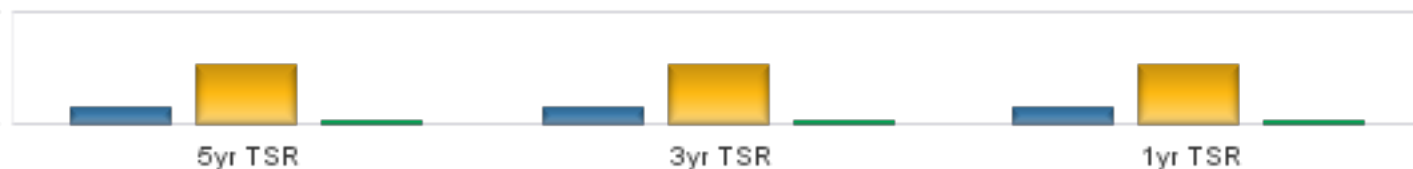
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Performance Comparison

■ vs S&P500 ■ vs Industry ■ CE



Peer Comparisons (TRBC) =Chemicals - Commodity

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
CE	Celanese Corporation	\$9,061,322	\$8,565,649	\$7,306,003	\$5,085,868,595
PPG	PPG Industries, Inc.	\$8,422,427	\$12,386,000	\$14,327,716	\$11,347,228,632
SHW	Sherwin-Williams Company (The)	\$7,495,810	\$7,735,200	\$8,150,048	\$7,970,371,999
ARG	Airgas, Inc.	\$3,062,832	\$3,364,953		\$4,826,722,937
IFF	International Flavors & Fragrances Inc.	\$8,088,657	\$8,899,010		\$4,546,784,854
ALB	Albemarle Corporation	\$6,223,689	\$9,232,564		\$3,706,394,737
VAL	Valspar Corporation (The)	\$7,626,607	\$8,428,461	\$6,319,172	\$2,916,888,004

To insure consistency, peer comparisons are based on a combination of TRBC Industry and Sector classifications and company market caps. Missing peer pay figures for 2011 are due to differences in company filing schedules.

Pay Peer Group

Air Products & Chemicals, Inc., Lubrizol Corp., Albemarle Inc., Monsanto Company, Ashland Inc., Nalco Holding Co., Cytec Industries Inc., PPG Industries Inc., Eastman Chemical Co., Praxair Inc., Ecolab Inc., Rockwood Holdings Inc., FMC Corp., RPM International Inc., Huntsman Corp., Valspar Corporation.

Performance Peer Group

Air Products & Chemicals, Inc., Lubrizol Corp., Albemarle Inc., Monsanto Company, Ashland Inc., Nalco Holding Co., Cytec Industries Inc., PPG Industries Inc., Eastman Chemical Co., Praxair Inc., Ecolab Inc., Rockwood Holdings Inc., FMC Corp., RPM International Inc., Huntsman Corp., Valspar Corporation.

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Farah M. Walters	Chairman	67	Female	5	Outside
David F. Hoffmeister	Member	57	Male	6	Outside
James E. Barlett	Member	68	Male	8	Outside

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