

LEGAL DISCLOSURES

Remuneration Report – Management Board and Supervisory Board¹⁾

- In the previous year: Review and redesign of multi-year variable compensation and adjustment of the obligation for personal investment in shares

The Supervisory Board discussed the appropriateness of Management Board compensation and the structure of the compensation system, as scheduled, during the year under review. This was done amongst other things in connection with the agreement and review of agreements on objectives with Management Board members. With the introduction of the compensation system in place since financial year 2012/2013, the procedure and benchmarks for measuring the variable compensation elements were defined and, in respect of the multi-year variable compensation elements, adjusted to reflect the requirements of the revolving credit facility and its financial covenants. In financial year 2017/2018, the multi-year variable compensation was reviewed and redesigned. The aim was to increase variability by redesigning expected values, but also to reinforce the idea of shareholder value. These changes also influence the compensation system as a whole. Specifically:

The **OVERALL STRUCTURE AND AMOUNT OF COMPENSATION OF THE MANAGEMENT BOARD** are determined at the recommendation of the Personnel Matters Committee by the Supervisory Board of Heidelberger Druckmaschinen Aktiengesellschaft and reviewed at regular intervals. In each case, Management Board compensation (not including fringe benefits or service cost) amounts to a maximum of 370 percent of fixed annual compensation, divided into 100 percent for fixed annual compensation and a maximum of 270 percent for the variable compensation elements, i.e. a maximum of 90 percent for one-year variable compensation and 180 percent for multi-year variable compensation.

The **COMPENSATION OF THE MANAGEMENT BOARD** consists of fixed annual compensation paid in equal installments at the end of each month, one-year variable compensation and multi-year variable compensation, which is calculated on the achievement of certain three-year objectives

using defined parameters. Additionally, there are fringe benefits and company pension benefits.

The **ONE-YEAR VARIABLE COMPENSATION** is dependent on the Group's success in the respective financial year, the benchmarks for which are currently defined as EBIT and free cash flow, each according to IFRS. In addition, each member of the Management Board receives a personal, performance-based bonus that is determined by the Supervisory Board at the recommendation of the Personnel Matters Committee, taking into account their particular duties and responsibilities in addition to any individual objectives agreed. If objectives are achieved in full, the personal annual bonus can amount to up to 30 percent of the fixed annual compensation; the Company bonus can also account for up to 30 percent or if objectives are exceeded 60 percent of the fixed annual compensation. With respect to their personal annual bonuses for the year under review, the Supervisory Board and the Management Board had again agreed to give priority to the annual financial objectives. Until further notice – starting with financial year 2012/2013 – the 30 percent of the personal bonus will be added on to the Company bonus subordinate to the financial objectives on which it is based. The one-year variable compensation is paid out at the end of the month in which the Annual General Meeting resolves on the appropriation of the net result.

The **MULTI-YEAR VARIABLE COMPENSATION** was reviewed and redesigned in the previous year. Since the previous year, the multi-year variable compensation is determined according to two benchmarks: earnings before taxes according to the IFRS consolidated income statement (EBT) and total shareholder return (TSR). The targets for these two benchmarks, the respective thresholds and the maximum overfulfillment, are all defined at the beginning of the relevant three-year period (performance period). Half the multi-year variable compensation is attributable to each benchmark, i.e. 45 percent of the fixed annual compensation in the event of 100 percent fulfillment of the targets for each of the relevant benchmarks. Overfulfillment of a benchmark is recognized and can at most result in a doubling of the attributable multi-year variable target compensation. Accordingly, multi-year variable compensation can amount to 90 percent of the fixed annual compensation for each benchmark and to 180 percent of the fixed annual compensation in total. Both benchmarks are associated with an objective fulfillment threshold that must be reached in order for the multi-year variable compensation

¹⁾ This remuneration report also forms part of the corporate governance report

for the benchmark in question to be paid out. However, overfulfillment of a benchmark can only increase the multi-year variable compensation if the other benchmark reaches at least the threshold. The first benchmark (Group earnings before taxes) is based on the five-year planning adopted by the Supervisory Board. The attributable multi-year variable compensation is determined after the end of the performance period by comparing the actual earnings before taxes of the three financial years within the performance period according to the IFRS income statement with the expected earnings before taxes for these three financial years. The averages of the actual and the expected earnings before taxes are compared in order to calculate and identify the actual achievement of objectives. The basis for target measurement for the second benchmark (total shareholder return) is the long-term expected return (Heidelberg share price increases) during the performance period (period of three financial years). The baseline value for each performance period is determined at the beginning of the first financial year of the performance period. For this purpose, the arithmetical average price (closing prices) of the Company's share in XETRA trading at the Frankfurt Stock Exchange over the 60 trading days immediately preceding the start of the three-year performance period is measured. The fixed baseline value is then compared with the arithmetical average price (closing prices) of the share over the 60 trading days immediately preceding the end of the performance period. If the Company pays dividends to the shareholders during the performance period, these dividends are translated in terms of the share price immediately preceding the end of the performance period. The achievement of objectives is checked and ascertained at the end of each three-year period. The multi-year variable compensation is paid out at the end of the month in which the Annual General Meeting – after the end of the final financial year of the three-year period – resolves on the appropriation of the net result.

For both one-year variable compensation and multi-year variable compensation, achievement of the relevant threshold results in a payout amounting to 25 percent of the sum that would be payable in the event of 100 percent objective fulfillment. If the objective attainment lies between the threshold and the defined objective, the payout is determined by linear interpolation. If overfulfillment is to be recognized, the amount of the payout is either determined as a percentage according to the degree of overfulfillment or – if a maximum recognizable value

for overfulfillment has been defined – by linear interpolation between the objective and the maximum recognizable value.

In the event of a member joining or leaving within an ongoing performance period, that member has a pro rata temporis claim to any multi-year variable compensation determined after the end of the performance period. In the event of a member leaving, pro rata temporis multi-year variable compensation is calculated for the performance periods still ongoing at this time on the basis of the determination of goals as of the exit date, which is then frozen.

Personal investment by Management Board members: During the period of appointment to the Management Board, each Management Board member must use the one-year and multi-year variable compensation to establish and hold a portfolio of shares in the Company in the value of their current fixed annual compensation. Shares in the Company already held by the respective Management Board member are counted towards this value. There is no obligation to acquire shares using other compensation or private wealth. The Company is entitled to invest 10 percent of the one-year variable compensation and 10 percent of the multi-year variable compensation (before deduction of taxes and contributions) in the form of shares in the Company. A bank or financial service provider is commissioned to acquire the shares; the Company bears the costs of processing and custody. The Company's entitlement to invest variable compensation to build the share investment portfolio in the form of shares ends when the respective Management Board member leaves office. The respective Management Board member may only sell shares from the personal investment share portfolio during their term in office if the minimum value of the fixed annual compensation is complied with and statutory or regulatory restrictions do not prohibit the sale.

There is a special rule for the three-year period 2017/2018 to 2019/2020. The amount resulting according to the previous rule from the objective already set for the first portion of the multi-year variable compensation of financial year 2017/2018 (2017/2018 tranche) and the related evaluation with regard to the (proportional) target compensation of no more than 30 percent of the fixed annual compensation is, in the event of the agreed achievement of objectives, counted towards this new rule and paid out after the end of the three-year period in financial year 2019/2020.

Benefits granted to individual members of the Management Board¹⁾

Figures in € thousands

	Rainer Hundsdörfer Chief Executive Officer and Chief Human Resources Officer				Dirk Kaliebe Chief Financial Officer and Head of Financial Services			
	2017/2018 Objective	2018/2019 Objective	2018/2019 (Min)	2018/2019 (Max)	2017/2018 Objective	2018/2019 Objective	2018/2019 (Min)	2018/2019 (Max)
Fixed compensation ²⁾	650	660	660	660	402	408	408	408
Fringe benefits	26	26	26	26	18	16	16	16
Total	676	686	686	686	420	424	424	424
One-year variable compensation	585	594	0	594	362	367	0	367
Multi-year variable compensation	526	456	0	1,170	325	282	0	723
2017/2018 tranche ³⁾	526 ⁴⁾	–	–	–	325 ⁴⁾	–	–	–
2018/2019 tranche ³⁾		456 ⁵⁾	0	1,170	–	282 ⁵⁾	0	723
Total fixed and variable compensation elements	1,787	1,736	686	2,450	1,107	1,073	424	1,514
Service cost	228	234	234	234	141	144	144	144
Total compensation	2,015	1,970	920	2,684	1,248	1,217	568	1,658

Figures in € thousands

	Prof. Dr. Ulrich Hermann Member of the Board Head of Lifecycle Solutions				Stephan Plenz Member of the Board Head of Digital Technology			
	2017/2018 Objective	2018/2019 Objective	2018/2019 (Min)	2018/2019 (Max)	2017/2018 Objective	2018/2019 Objective	2018/2019 (Min)	2018/2019 (Max)
Fixed compensation ²⁾	400	408	408	408	402	408	408	408
Fringe benefits	25	25	25	25	17	14	14	14
Total	425	433	433	433	419	422	422	422
One-year variable compensation	360	367	0	367	362	367	0	367
Multi-year variable compensation	324	281	0	720	325	282	0	723
2017/2018 tranche ³⁾	324 ⁴⁾	–	–	–	325 ⁴⁾	–	–	–
2018/2019 tranche ³⁾	–	281 ⁵⁾	0	720	–	282 ⁵⁾	0	723
Total fixed and variable compensation elements	1,109	1,081	433	1,520	1,106	1,071	422	1,512
Service cost	140	144	144	144	141	144	144	144
Total compensation	1,249	1,225	577	1,664	1,247	1,215	566	1,656

¹⁾ In accordance with section 4.2.5(3) of the German Corporate Governance Code in the version published on April 24, 2017²⁾ From October 1, 2018, the monthly fixed compensation of members of the Management Board was increased by 3 percentage points each and, furthermore, from the 2018/2019 financial year, the fixed annual salary of Prof. Dr. Ulrich Hermann was adjusted to match that of Dirk Kaliebe and Stephan Plenz³⁾ Term: 3 years⁴⁾ In financial year 2017/2018, this includes the fair value as of the grant date of the multi-year share-based cash compensation as follows: Rainer Hundsdörfer: € 234 thousand; Dirk Kaliebe: € 144 thousand; Prof. Dr. Ulrich Hermann: € 144 thousand; Stephan Plenz: € 144 thousand⁵⁾ In financial year 2018/2019, this includes the fair value as of the grant date of the multi-year share-based cash compensation as follows: Rainer Hundsdörfer: € 163 thousand; Dirk Kaliebe: € 101 thousand; Prof. Dr. Ulrich Hermann: € 101 thousand; Stephan Plenz: € 101 thousand

Allocation¹⁾

Figures in € thousands

	Rainer Hundsdörfer Chief Executive Officer and Chief Human Resources Officer		Dirk Kaliebe Chief Financial Officer and Head of Financial Services		Prof. Dr. Ulrich Hermann Member of the Board Head of Lifecycle Solutions		Stephan Plenz Member of the Board Head of Digital Technology	
	2017/2018	2018/2019	2017/2018	2018/2019	2017/2018	2018/2019	2017/2018	2018/2019
Fixed compensation ²⁾	650	647	402	400	400	400	402	400
Fringe benefits	26	26	18	16	25	25	17	14
Total	676	673	420	416	425	425	419	414
One-year variable compensation	585	594	362	367	360	367	362	367
Multi-year variable compensation	–	467	356	362	–	288	356	362
2015/2016 tranche ³⁾	–	–	356	–	–	–	356	–
2016/2017 tranche ³⁾	–	467	–	362	–	288	–	362
Total fixed and variable compensation components	1,261	1,734	1,138	1,145	785	1,080	1,137	1,143
Service cost ⁴⁾	228	234	141	144	140	144	141	144
Total compensation	1,489	1,968	1,279	1,289	925	1,224	1,278	1,287
of which: agreed personal investment	59	106	72	73	36	66	72	73

¹⁾ Compensation paid or yet to be paid to the members of the Management Board for the respective financial year²⁾ The remuneration waived by members of the Management Board in the 2018/2019 financial year amounted to € 36 thousand in total. From October 1, 2018 the monthly fixed compensation of members of the Management Board was increased by 3 percentage points each and, furthermore, from the 2018/2019 financial year, the fixed annual salary of Prof. Dr. Ulrich Hermann was adjusted to match that of Dirk Kaliebe and Stephan Plenz³⁾ Term: 3 years. For 2016/2017 tranche: Calculated pro rata temporis from November 14, 2016 for Rainer Hundsdörfer and Prof. Dr. Ulrich Hermann⁴⁾ Not yet allocated in the financial year

The objective agreements for the multi-year variable compensation (three-year period) entered into at the beginning of financial year 2016/2017 (2016/2017 tranche) are still based on the previous rule and are accordingly ascertained and paid out on this basis. As a result, the multi-year variable compensation is scheduled to be ascertained and paid out on the basis of the previous rule for the last time at the end of financial year 2018/2019 – with the exception of the above transitional rule.

As such, the one-year variable compensation and the multi-year variable compensation alike provide an additional long-term performance incentive, increasingly gearing the compensation structure towards sustainable business development.

Rainer Hundsdörfer, Dirk Kaliebe, Prof. Ulrich Hermann and Stephan Plenz invested the portions of the one-year variable compensation paid for financial year 2017/2018

and Dirk Kaliebe and Stephan Plenz the corresponding portions of the multi-year variable compensation for financial years 2015/2016, 2016/2017 and 2017/2018 (2015/2016 tranche) in shares of Heidelberger Druckmaschinen Aktiengesellschaft on August 8, 2018, in accordance with Article 19 of the Market Abuse Regulation (EU) No. 596/2014; the investment was reported to the German Federal Financial Supervisory Authority by all Management Board members and published on the Heidelberger Druckmaschinen Aktiengesellschaft website on August 9, 2018.

In the year under review, **FRINGE BENEFITS** primarily consist of the value of the private use of a company car to be determined according to fiscal guidelines.

There were no **BENEFITS TO FORMER MEMBERS OF THE MANAGEMENT BOARD**, as no members of the Management Board left in the reporting year.

Compensation of the individual members of the Management Board (HGB)

Figures in € thousands

		Non-performance-related elements		Performance-related elements	Long-term incentive components	Total compensation
		Fixed compensation ¹⁾	Fringe benefits	One-year variable compensation	Multi-year ²⁾ variable compensation	
Rainer Hundsdörfer	2017/2018	650	26	585	429	1,690
	2018/2019	647	26	594	361	1,628
Dirk Kaliebe	2017/2018	402	18	362	385	1,167
	2018/2019	400	16	367	223	1,006
Prof. Dr. Ulrich Hermann	2017/2018	400	25	360	264	1,049
	2018/2019	400	25	367	223	1,015
Stephan Plenz	2017/2018	402	17	362	385	1,166
	2018/2019	400	14	367	223	1,004
Total	2017/2018	1,854	86	1,669	1,463	5,072
	2018/2019	1,847	81	1,695	1,030	4,653

¹⁾ The remuneration waived by members of the Management Board in the 2018/2019 financial year amounted to € 36 thousand in total. From October 1, 2018 the monthly fixed compensation of members of the Management Board was increased by 3 percentage points each and, furthermore, from the 2018/2019 financial year, the fixed annual salary of Prof. Dr. Ulrich Hermann was adjusted to match that of Dirk Kaliebe and Stephan Plenz

²⁾ In financial year 2017/2018, this includes the fair value as of the grant date of the multi-year share-based cash compensation as follows: Rainer Hundsdörfer: € 234 thousand; Dirk Kaliebe: € 144 thousand; Prof. Dr. Ulrich Hermann: € 144 thousand; Stephan Plenz: € 144 thousand

In financial year 2018/2019, this includes the fair value as of the grant date of the multi-year share-based cash compensation as follows: Rainer Hundsdörfer: € 163 thousand; Dirk Kaliebe: € 101 thousand; Prof. Dr. Ulrich Hermann: € 101 thousand; Stephan Plenz: € 101 thousand

The total income for the 2018/2019 financial year of € 356 thousand (previous year: total expense of € 437 thousand) breaks down as follows: Rainer Hundsdörfer: € 125 thousand (previous year: expense of € 153 thousand), Dirk Kaliebe: € 77 thousand (previous year: expense of € 95 thousand), Prof. Dr. Ulrich Hermann: € 77 thousand (previous year: expense of € 94 thousand) and Stephan Plenz: € 77 thousand (previous year: expense of € 95 thousand)

POST-EMPLOYMENT BENEFITS for the members of the Management Board are as follows:

In the reporting year, the contract with Rainer Hundsdörfer (Chief Executive Officer and Chief Human Resources Officer) was extended by three years and that with Prof. Dr. Ulrich Hermann by five years; Dirk Kaliebe and Stephan Plenz have each been appointed as ordinary members of the Management Board for a period of three years. The pension agreement provides for a defined contribution for pension benefits that is essentially consistent with the defined contribution plan for executive staff. On July 1 of each year, the Company pays a corresponding contribution based on the relevant fixed compensation retroactively for the previous financial year into an investment fund. The fixed pension contribution is 35 percent of the corresponding fixed compensation.

The pension agreements for all members of the Management Board stipulate that the amount paid can rise depending on the earnings situations of the Company. The exact amount of the pension also depends on the invest-

ment success of the fund. The pension can be drawn as an early pension from the age of 60. In the event of a member of the Management Board leaving the Company, the pension will be paid from the age of 65 or 60 respectively, principally as a non-recurring payment of pension capital. In addition, the agreements also provide for disability and surviving dependents' benefits (60 percent of the disability payment or the pension) contingent on the amount of the last fixed compensation. In deviation from the defined contribution plan for executive staff, the percentage in the event of a disability pension is based on the length of service on the Company's Management Board, with attributable time up to the age of 65 and a maximum pension percentage of 60 percent. If the contract of employment expires prior to the start of benefit payments, the claim to the accrued pension funds at that point in time remains valid. The other pension benefits (disability and surviving dependents' benefits) earned in accordance with section 2 of the German Company Pension Act (BetrAVG) remain valid on a pro rata temporis basis. In a departure from sec-

tion 1b BetrAVG, the benefits of Rainer Hundsdörfer and Prof. Ulrich Hermann are vested immediately. Moreover, the statutory vesting periods have been met for Dirk Kaliebe and Stephan Plenz.

In terms of **EARLY TERMINATION BENEFITS**, all service agreements provide for the following uniform regulations in the event of the effective revocation of a Management Board member's appointment or a justifiable resignation by a member of the Management Board: The service agreement ends after the statutory notice period in accordance with section 622(1), (2) of the German Civil Code (BGB). In event of the effective revocation of a Management Board member's appointment, the member receives a severance payment at the time of termination of the service agreement in the amount of his or her previous total compensation under the service agreement for two years, but not exceeding the amount of the compensation for the originally agreed remainder of the service agreement. An entitlement to multi-year variable compensation determined, established and thus already vested at the date of departure is unaffected by the severance and transitional regulations and is paid immediately after departure or, with regard to the new multi-year variable compensation, as soon as the annual financial statements of the financial year in question have been prepared, but no later than the end of the first quarter of the financial year following the departure. This does not affect the right to extraordinary termination

for cause in accordance with section 626 BGB. The severance payment is paid in quarterly installments in line with the originally agreed residual term, but in not more than eight quarterly installments. Other compensation received by a then former member of the Management Board, which this former member has agreed to disclose to the Company, must be offset in accordance with sections 326(2) sentence 2 and 615(2) BGB mutatis mutandis during the originally agreed residual term. If a member of the Management Board becomes unable to work due to disability, the benefits stipulated in the respective pension agreement will be paid. If no decision on reappointment is made by at least nine months before the end of the term in office and the Management Board member is not reappointed thereafter, the Management Board member receives a severance payment in the amount of the fixed annual compensation (transitional payment). The entitlement to this fixed annual compensation arises at the time of termination of the service agreement. It does not arise if, when the decision on reappointment is made or by the time of termination of the service agreement, there is good cause for which the Management Board member is responsible that would give the Company a right to termination in accordance with section 626 BGB. The above rule applies mutatis mutandis to the payment and eligibility of other compensation.

Pension of the individual members of the Management Board¹⁾

Figures in € thousands		Accrued pension funds as of the end of the reporting period	Pension contribution during the reporting year ²⁾	Defined benefit obligation	Service cost
Rainer Hundsdörfer	2017/2018	315	228	317	228
	2018/2019	552	231	558	234
Dirk Kaliebe	2017/2018	1,611	141	1,862	141
	2018/2019	1,799	143	2,068	144
Prof. Dr. Ulrich Hermann	2017/2018	194	140	224	140
	2018/2019	340	143	393	144
Stephan Plenz	2017/2018	1,525	141	1,750	141
	2018/2019	1,711	143	1,947	144

¹⁾ The pension entitlement that can be achieved by the age of 65 (Rainer Hundsdörfer; Dirk Kaliebe; Prof. Dr. Ulrich Hermann and Stephan Plenz) is dependent on personal compensation development, the respective EBIT and the return achieved, and hence cannot be determined precisely in advance. If the pension option is utilized and the current assumptions continue to apply, the retirement pension resulting from the accrued pension funds is expected to be as follows: Rainer Hundsdörfer: approx. 7 percent, Dirk Kaliebe: approx. 36 percent, Prof. Dr. Ulrich Hermann: approx. 21 percent and Stephan Plenz: approx. 34 percent of the respective last fixed compensation

²⁾ For Rainer Hundsdörfer, Dirk Kaliebe, Prof. Dr. Ulrich Hermann and Stephan Plenz, the pension contribution for the reporting year is calculated on the basis of the pensionable income on March 31, without taking into account the earnings-based contribution not yet determined. The waiver of remuneration in the reporting year has no effect on pensionable fixed annual salary

The compensation of the members of the **SUPERVISORY BOARD** is governed by the Articles of Association and determined by the Annual General Meeting.

Each member of the Supervisory Board receives fixed annual compensation of € 40,000.00. The Chairman of the Supervisory Board receives three times this amount, the Deputy Chairman twice this amount. The members of the Management Committee, the Audit Committee, and the Committee on Arranging Personnel Matters of the Management Board receive additional compensation for work on these committees. Each committee member receives compensation of € 1,500.00 per meeting for participation in a meeting of these committees. The Chairman of the Audit Committee receives compensation of € 4,500.00 per meeting; the Chairman of the Management Committee and the

Chairman of the Committee on Arranging Personnel Matters of the Management Board receive compensation of € 2,500.00 per meeting. The members of the Supervisory Board also receive an attendance fee of € 500.00 per meeting for attending a meeting of the Supervisory Board or one of its committees. Furthermore, the expenses incurred by members of the Supervisory Board and value added tax thereon will be reimbursed. In order to boost the Supervisory Board's role as a controlling body, compensation does not include a variable, performance-based component. The Supervisory Board currently consists of 12 members.

The members of the union and Works Council have declared that they will transfer their Supervisory Board compensation to the Hans Böckler Foundation in accordance with the guidelines of IG Metall.

Compensation of the Supervisory Board (excluding VAT)

Figures in €	2017/2018				2018/2019			
	Fixed annual compensation	Attendance fees	Committee compensation	Total	Fixed annual compensation	Attendance fees	Committee compensation	Total
Dr. Siegfried Jaschinski ¹⁾	120,000	5,000	7,500	132,500	120,000	6,000	16,500	142,500
Ralph Arns ²⁾	40,000	2,000	0	42,000	70,000	4,500	6,000	80,500
Rainer Wagner ³⁾⁴⁾	80,000	5,000	12,000	97,000	26,666	2,500	6,000	35,166
Joachim Dencker ⁵⁾	0	0	0	0	30,000	2,500	0	32,500
Gerald Dörr ⁵⁾	0	0	0	0	30,000	2,500	3,000	35,500
Mirko Geiger	40,000	5,000	7,500	52,500	40,000	6,000	7,500	53,500
Karen Heumann	40,000	2,500	3,000	45,500	40,000	3,000	4,500	47,500
Oliver Jung ⁶⁾	36,666	2,500	0	39,166	40,000	4,500	3,000	47,500
Kirsten Lange	40,000	4,500	6,000	50,500	40,000	6,000	7,500	53,500
Dr. Herbert Meyer ⁴⁾	40,000	5,000	22,500	67,500	13,333	2,500	13,500	29,333
Petra Otte ⁵⁾	0	0	0	0	30,000	2,000	0	32,000
Ferdinand Rüesch ⁵⁾	0	0	0	0	34,633 ⁷⁾	3,000	3,000	40,633
Beate Schmitt	40,000	2,000	4,500	46,500	40,000	3,500	6,000	49,500
Prof. Dr.-Ing. Günther Schuh	92,611 ⁸⁾	2,500	1,500	96,611	59,422 ⁸⁾	2,500	0	61,922
Christoph Woesler ⁴⁾	40,000	2,000	0	42,000	13,333	1,000	0	14,333
Roman Zitzelsberger ⁴⁾	40,000	2,000	0	42,000	13,333	1,000	0	14,333
Total	649,277	40,000	64,500	753,777	640,720	53,000	76,500	770,220

¹⁾ Chairman of the Supervisory Board

²⁾ Deputy Chairman of the Supervisory Board from July 25, 2018

³⁾ Deputy Chairman of the Supervisory Board until July 25, 2018

⁴⁾ Member of the Supervisory Board until July 25, 2018

⁵⁾ Member of the Supervisory Board since July 25, 2018

⁶⁾ Member of the Supervisory Board since May 23, 2017

⁷⁾ of which: fixed compensation for membership in the Board of Directors of a foreign subsidiary: € 4,633

⁸⁾ of which: fixed compensation for membership in the Board of Directors of a foreign subsidiary: € 19,422 (previous year: € 52,611)