

Remuneration of the Supervisory Board members

The remuneration of the Supervisory Board members comprises solely a fixed compensation. It does not include any performance-related component.

In the year under review, the expenses incurred for the Supervisory Board amounted to EUR 1,276 thousand (previous year: EUR 1,260 thousand). Pursuant to s. 15 para. 1 of the Articles of Association, each member of the Supervisory Board receives a fixed annual remuneration of EUR 50 thousand payable after the end of each fiscal year, in addition to the reimbursement of their expenses. The Chairman of the Supervisory Board receives two and a half times, his deputy one and a half times this amount. In accordance with s. 15 para. 2 of the Articles of Association, members of the Presiding Committee and the Audit Committee each receive an additional EUR 35 thousand. The chairman of each of these committees receives twice this amount. No separate remuneration is paid to members of the Mediation Committee and the Nomination Committee. Members who join or leave the Supervisory Board and/or its Committees during the year only receive a pro rata amount for the period of their membership. Pursuant to s. 15 para. 3 of the Articles of Association, after the end of the fiscal year, the Supervisory Board members also receive an attendance fee of EUR 1 thousand for each meeting of the Supervisory Board, the Presiding Committee and the Audit Committee that they have attended. In fiscal year 2018, the Supervisory Board held eight meetings, the Presiding Committee met eight times while the Audit Committee convened on five occasions.

The following table shows the individual remuneration and its respective components for the members of the Supervisory Board, the Presiding Committee and the Audit Committee in 2018 compared with the previous year:

(in EUR)	Supervisory Board remuneration	Presiding Committee remuneration	Audit Committee remuneration	Attendance fees	Total
Dr. Perlet	125,000	70,000	35,000	21,000	251,000
Previous year	125,000	70,000	35,000	18,000	248,000
Löw*	75,000	35,000	–	16,000	126,000
Previous year	75,000	35,000	–	13,000	123,000
Bastaki	50,000	35,000	–	12,000	97,000
Previous year	50,000	35,000	–	12,000	97,000
Prof. Dr. Bauer (until November 12, 2018)	43,288	30,301	–	13,000	86,589
Previous year	50,000	35,000	–	12,000	97,000
Eberlein	50,000	–	70,000	14,000	134,000
Previous year	50,000	–	70,000	13,000	133,000
Gröbel*	50,000	35,000	–	16,000	101,000
Previous year	50,000	35,000	–	13,000	98,000
Hall (since November 13, 2018)	6,712	1,247	–	3,000	10,959
Previous year	–	–	–	–	–
Hubert*	50,000	35,000	–	16,000	101,000
Previous year	50,000	35,000	–	12,000	97,000
Kämpfert	50,000	–	35,000	13,000	98,000
Previous year	50,000	–	35,000	13,000	98,000
Kerkermeier*	50,000	–	–	7,000	57,000
Previous year	50,000	–	–	5,000	55,000
Krönchen*	50,000	–	35,000	13,000	98,000
Previous year	50,000	–	35,000	13,000	98,000
Spence	50,000	–	–	8,000	58,000
Previous year	50,000	–	–	8,000	58,000
Dr. Zhang	50,000	–	–	7,000	57,000
Previous year	50,000	–	–	8,000	58,000
Total	700,000	241,548	175,000	159,000	1,275,548
Previous year	700,000	245,000	175,000	140,000	1,260,000

*) The employee representatives from the Works Council and the Union remit their respective remuneration to the Hans Böckler Foundation in accordance with applicable guidelines.