

APPENDIX

Model table 1 relating to section 4.2.5(3) (1st indent) **Value of benefits granted for the reporting period**

This table shows the value of benefits granted for the reporting period. It also shows the minimum and maximum achievable values.

In contrast to the analysis of the amount disbursed (Table 2), the target value (i.e. the value in the event of 100% target achievement) granted for the year under review is disclosed for one-year variable remuneration and the deferred components of one-year variable remuneration (deferrals). If the system does not provide for a target value, e.g. as part of direct profit-sharing, a comparable value for an “average probability scenario” is disclosed.

In addition, the multi-year variable remuneration granted in the reporting period is broken down by different plans, disclosing the relevant terms. In the case of subscription rights and other share-based payments, the fair value of the remuneration at the grant date is calculated and reported, as before. If multi-year variable remuneration components comprise non-share-based payments, the target value or a comparable value for an “average probability scenario” must be disclosed at the time the commitment is made (if available). In the case of plans that are not granted annually but on a regular, multi-year basis, a pro-rated value for the year must be determined and disclosed.

For pension commitments and commitments of other related benefits, the pension expense, i.e. the service cost in accordance with IAS 19, is disclosed. This is included as a component of total remuneration, even if no new benefits in the narrower sense have been granted, but a Supervisory Board decision made in the past continues to apply.

Benefits granted by third parties to individual members of the Management Board with regard to that Management Board member’s work are also disclosed by adding such benefits to the fixed, one-year and multi-year variable remuneration components.

The information provided in the table does not replace other obligatory information to be disclosed in the remuneration report and the notes to the financial statements.

| | Benefits granted | I | | | | II | | | | III | | | | IV | | | |
|-----|----------------------------------|--------------------------------|---|---------|---------|-----|---|---------|---------|--------------------------------|---|---------|---------|-----|---|---------|---------|
| | | Name | | | | | | | | Name | | | | | | | |
| | | Function | | | | | | | | Function | | | | | | | |
| | | Date of appointment/retirement | | | | | | | | Date of appointment/retirement | | | | | | | |
| | | n-1 | n | n (Min) | n (Max) | n-1 | n | n (Min) | n (Max) | n-1 | n | n (Min) | n (Max) | n-1 | n | n (Min) | n (Max) |
| 1 | Fixed remuneration | | | | | | | | | | | | | | | | |
| 2 | Fringe benefits | | | | | | | | | | | | | | | | |
| 3 | Total | | | | | | | | | | | | | | | | |
| 4 | One-year variable remuneration | | | | | | | | | | | | | | | | |
| 5 | Multi-year variable remuneration | | | | | | | | | | | | | | | | |
| 5a | Plan ID (plan term) | | | | | | | | | | | | | | | | |
| ... | Plan ID (plan term) | | | | | | | | | | | | | | | | |
| 6 | Total | | | | | | | | | | | | | | | | |
| 7 | Pension expense | | | | | | | | | | | | | | | | |
| 8 | Total remuneration | | | | | | | | | | | | | | | | |

Explanatory notes:

- a Name of Management Board member
- b Function of Management Board member, e.g. Chief Executive or Chief Financial Officer
- c Management Board member's date of appointment/retirement, provided date is within the reporting periods (n = year under review), or (n-1 = previous year)
- d Year under review (n), or previous year (n-1)
- I Benefits granted during previous year (n-1)
- II Benefits granted during year under review (n)
- III Achievable minimum value of the respective remuneration component granted during the year under review (n), e.g. zero
- IV Achievable maximum value of the respective remuneration component granted during the year under review (n)
- 1 Fixed remuneration components, e.g. fixed salary, fixed annual one-off payments (amounts correspond to the amounts provided in Table 2 "benefits received"); values of columns II, III and IV are identical
- 2 Fixed remuneration components, e.g. benefits in kind or fringe benefits (amounts correspond to the amounts provided in Table 2 "benefits received"); values of columns II, III and IV are identical
- 3 Total of fixed remuneration components (1 + 2) (amounts correspond to the amounts provided in Table 2 "benefits received"); values of columns II, III and IV are identical
- 4 One-year variable remuneration, e.g. bonus, royalty, short-term incentive (STI), profit share, excluding deferrals
- 5 Multi-year variable remuneration (total of lines 5a-...), e.g. multi-year bonus, deferrals from one-year variable remuneration, long-term incentive (LTI) subscription rights, other share-based payments
- 5a-... Multi-year variable remuneration, broken down by different plans and terms
- 6 Total of fixed and variable remuneration components (1 + 2 + 4 + 5)
- 7 Service cost in accordance with IAS 19 from pension commitments and commitments of other related benefits (amounts correspond to the amounts provided in Table 2 "benefits received"); values of columns II, III and IV are identical
- 8 Total of fixed and variable remuneration components as well as pension expense (1 + 2 + 4 + 5 + 7)

Model table 2 relating to section 4.2.5(3) (2nd indent)

Benefits received for the reporting period

This table contains the same values for fixed remuneration and fringe benefits as provided in Table 1, which shows the value of the benefits granted for the reporting period. As before, the benefits received for the reporting period (amount disbursed) are disclosed for fixed remuneration and one-year variable remuneration.

The table also shows the benefits received (amount disbursed) for multi-year variable remuneration components under plans that ended in the reporting period. The amounts are broken down by different plans and terms. In the case of subscription rights and other share-based payments, the timing and value under German tax law apply to the date of receipt and the amount received.

Bonus/penalty arrangements must be reflected in the amount disbursed for both one-year and multi-year variable remuneration.

Clawbacks are entered into the "Other" row with a negative amount, with a reference to previous disbursements, and must be explained separately in the remuneration report, particularly if former members of the Management Board are concerned.

As in Table 1, the pension expense, i.e. the service cost in accordance with IAS 19, is disclosed for pension commitments and commitments of other related benefits. Although this is not a benefit received in the narrower sense, it is included in order to illustrate the total remuneration.

Benefits granted by third parties to individual members of the Management Board with regard to that Management Board member's work are also disclosed by adding such benefits to the fixed, one-year and multi-year variable remuneration components.

The information provided in the table does not replace other obligatory information to be disclosed in the remuneration report and the notes to the financial statements.

| | Benefits received | Name | | Name | | Name | | Name | |
|-----|----------------------------------|--------------------------------|-----|--------------------------------|-----|--------------------------------|-----|--------------------------------|-----|
| | | Function | | Function | | Function | | Function | |
| | | Date of appointment/retirement | | Date of appointment/retirement | | Date of appointment/retirement | | Date of appointment/retirement | |
| | | n | n-1 | n | n-1 | n | n-1 | n | n-1 |
| 1 | Fixed remuneration | | | | | | | | |
| 2 | Fringe benefits | | | | | | | | |
| 3 | Total | | | | | | | | |
| 4 | One-year variable remuneration | | | | | | | | |
| 5 | Multi-year variable remuneration | | | | | | | | |
| 5a | Plan ID (plan term) | | | | | | | | |
| ... | Plan ID (plan term) | | | | | | | | |
| 6 | Other | | | | | | | | |
| 7 | Total | | | | | | | | |
| 8 | Pension expense | | | | | | | | |
| 9 | Total remuneration | | | | | | | | |

Explanatory notes:

- a Name of Management Board member
- b Function of Management Board member, e.g. Chief Executive or Chief Financial Officer
- c Management Board member's date of appointment/retirement, provided date is within the reporting periods (n = year under review), or (n-1 = previous year)
- d Year under review (n), or previous year (n-1)
- 1 Fixed remuneration components, e.g. fixed salary, fixed annual one-off payments (amounts correspond to the amounts provided in Table 1 "benefits granted")
- 2 Fixed remuneration components, e.g. benefits in kind or fringe benefits (amounts correspond to the amounts provided in Table 1 "benefits granted")
- 3 Total of fixed remuneration components (1 + 2) (amounts correspond to the amounts provided in Table 1 "benefits granted")
- 4 One-year variable remuneration, e.g. bonus, royalty, short-term incentive (STI), profit share, excluding deferrals
- 5 Multi-year variable remuneration (total of lines 5a-...), e.g. multi-year bonus, deferrals from one-year variable remuneration, long-term incentive (LTI), subscription rights, other share-based payments
- 5a-... Multi-year variable remuneration, broken down by different plans and terms
- 6 Other items, e.g. clawbacks, which are taken into consideration with a negative amount and a reference to previous disbursements
- 7 Total of fixed and variable remuneration components (1 + 2 + 4 + 5 + 6)
- 8 Service cost in accordance with IAS 19 from pension commitments and commitments of other related benefits (amounts correspond to the amounts provided in Table 1 "benefits granted"); these items do not represent benefits received during the year under review
- 9 Total of fixed, variable and other remuneration components as well as pension expense (1 + 2 + 4 + 5 + 6 + 8)