

## Remuneration received by the individual members of the Supervisory Board:

In €		Annual remuneration			
		Fixed remuneration	Committee remuneration	Attendance fees	Total
Heinz-Gerhard Wente, Chairman	2019	180,000	0	4,500	184,500
	2018	180,000	0	5,500	185,500
Dr. Hans-Jürgen Urban, Vice Chairman	2019	120,000	0	4,500	124,500
	2018	120,000	0	4,500	124,500
Konrad Ackermann	2019	60,000	12,083	4,500	76,583
	2018	60,000	10,000	4,000	74,000
Ulrike Brouzi	2019	60,000	0	1,000	61,000
	2018	60,000	0	1,500	61,500
Annelie Buntenbach	2019	60,000	0	1,500	61,500
	2018	60,000	0	1,500	61,500
Hasan Cakir	2019	60,000	10,000	4,500	74,500
	2018	60,000	10,000	4,500	74,500
Ulrich Dickert until 2018/05/24	2019	0	0	0	0
	2018	25,000	0	1,000	26,000
Tina Dreßen until 2018/05/24	2019	0	0	0	0
	2018	25,000	0	1,000	26,000
Dr. Bernd Drouven since 2018/05/24	2019	60,000	5,000	2,500	67,500
	2018	40,000	3,333	2,000	45,333
Dr. Thea Dückert until 2018/05/24	2019	0	0	0	0
	2018	25,000	0	1,000	26,000
Karl Ehlerding until 2018/05/24	2019	0	0	0	0
	2018	25,000	0	0	25,000
Roland Flach	2019	60,000	10,000	4,000	74,000
	2018	60,000	18,333	4,000	82,333
Gabriele Handke	2019	60,000	0	2,000	62,000
	2018	60,000	0	2,000	62,000
Dr.-Ing. Dr. h. c. Jürgen Hesselbach until 2018/05/24	2019	0	0	0	0
	2018	25,000	0	1,000	26,000
Reinhold Hilbers since 2018/01/18	2019	60,000	10,000	3,000	73,000
	2018	60,000	9,167	4,500	73,667
Norbert Keller since 2019/08/30	2019	25,000	0	1,000	26,000
	2018	0	0	0	0
Ulrich Kimpel until 2019/07/31	2019	35,000	0	1,000	36,000
	2018	60,000	5,000	1,500	66,500
Prof. Dr. Susanne Knorre since 2018/05/24	2019	60,000	0	2,000	62,000
	2018	40,000	0	1,500	41,500
Dr. Dieter Köster	2019	60,000	0	2,000	62,000
	2018	60,000	0	2,000	62,000

In €		Annual remuneration			
		Fixed remuneration	Committee remuneration	Attendance fees	Total
Heinz Kreuzer	2019	60,000	0	2,000	62,000
since 2018/05/24	2018	40,000	0	1,000	41,000
Bernd Lauenroth	2019	60,000	15,000	4,000	79,000
	2018	60,000	13,333	4,000	77,333
Volker Mittelstädt	2019	60,000	0	1,500	61,500
	2018	60,000	0	2,000	62,000
Prof. Dr. Joachim Schindler	2019	60,000	30,000	4,000	94,000
	2018	60,000	20,000	3,000	83,000
Christine Seemann	2019	60,000	0	2,000	62,000
since 2018/05/24	2018	40,000	0	1,500	41,500
Prof. Dr. Dr.-Ing. Birgit Spanner-Ulmer	2019	60,000	5,000	2,500	67,500
	2018	60,000	3,333	2,000	65,333
Clemens Spiller	2019	60,000	0	2,000	62,000
since 2018/05/24	2018	40,000	0	1,500	41,500
Dr. Werner Tegtmeier	2019	60,000	0	2,000	62,000
	2018	60,000	0	2,000	62,000
<b>Total</b>	<b>2019</b>	<b>1,440,000</b>	<b>97,083</b>	<b>58,000</b>	<b>1,595,083</b>
	<b>2018</b>	<b>1,465,000</b>	<b>92,499</b>	<b>60,000</b>	<b>1,617,499</b>

In addition, the following Supervisory Board members received remuneration for Supervisory Board mandates of subsidiaries:

In €		Annual remuneration			
		Fixed remuneration	Committee remuneration	Attendance fees	Total
Konrad Ackermann	2019	10,000	0	750	10,750
(KHS)	2018	10,000	0	750	10,750
Hasan Cakir	2019	8,000	0	400	8,400
(SZFG)	2018	8,000	0	400	8,400
Ulrich Dickert	2019	0	0	0	0
(MRW)	2018	0	0	0	0
Tina Dreßén	2019	4,167	0	100	4,267
(SMHD, until 2019/05/31)	2018	10,000	0	300	10,300
Karl Ehlerding	2019	2,500	0	0	2,500
(KHS, until 2019/03/31)	2018	10,000	0	0	10,000
Roland Flach	2019	10,000	0	750	10,750
(KHS)	2018	10,000	0	750	10,750
Gabriele Handke	2019	5,000	0	400	5,400
(PTG)	2018	5,000	0	400	5,400
Norbert Keller	2019	2,084	0	100	2,184
(MPT, since 2019/08/01)	2018	0	0	0	0
Ulrich Kimpel	2019	2,917	0	200	3,117
(MPT, until 2019/07/31)	2018	5,000	0	200	5,200
Volker Mittelstädt	2019	7,500	0	400	7,900
(ILG/MGB)	2018	7,500	0	400	7,900
Christine Seemann	2019	0	0	0	0
(SZFG, until 2018/07/19)	2018	4,667	0	100	4,767
Dr. Hans-Jürgen Urban	2019	12,000	0	400	12,400
(SZFG)	2018	12,000	0	400	12,400
<b>Total</b>	<b>2019</b>	<b>64,168</b>	<b>0</b>	<b>3,500</b>	<b>67,668</b>
	<b>2018</b>	<b>82,167</b>	<b>0</b>	<b>3,700</b>	<b>85,867</b>
<b>Sum total</b>	<b>2019</b>	<b>1,504,168</b>	<b>97,083</b>	<b>61,500</b>	<b>1,662,751</b>
	<b>2018</b>	<b>1,547,167</b>	<b>92,499</b>	<b>63,700</b>	<b>1,703,366</b>

The employee representatives who are members of trade unions have declared that they will remit their remuneration to the Hans Böckler Foundation in accordance with the provisions of the German Trade Union Confederation.