

Compensation report

This compensation report describes the main features of the system for compensating the members of the Board of Directors and explains the structure as well as the amount of individual member income. Also described are the details of benefits that have been promised to members of the Board of Directors for the event of termination of their mandate as well as the principles for and amounts of compensation for members of the Supervisory Board.

The compensation report follows the recommendations of the German Corporate Governance Code (GCGC or Code) and contains disclosures required by the German Commercial Code (HGB), The German Accounting Standard (DRS) and the International Financial Reporting Standards (IFRS).

Compensation for the Board of Directors

The Supervisory Board of LEONI AG diligently considers, pursuant to Article 87 of the German Stock Corporation Act, the appropriateness of the compensation for members of the Board of Directors. It does so regularly, at least once a year. This involves discussion and inclusion in the review of the individual components and their effect on future compensation for members of the Board of Directors. This analysis also comprises a comparison with DAX and MDAX companies as well as consideration of the wage and salary structure within the Company. However, it does not consider the ratio of Board of Directors compensation to the compensation for senior management and the workforce as a whole, also over time, as provided for in Section 4.2.2 (2) Sentence 3 of Code. The current Declaration of Conformity explains this deviation in detail.

Declaration of
Conformity
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Basic principles of the compensation system

The system for compensating the Board of Directors that is valid for the reporting period has been in force since 1 January 2015 and applies until 31 December 2019. It is aimed towards establishing incentives for successful and long-term business growth and increase in enterprise value, in which the members of the Board of Directors are to participate. Exceptional performance is to be rewarded; any failure to meet targets is to result in a considerable reduction of compensation.

In accordance with the Code, we hereinafter explain the principles of the system for compensating the members of LEONI AG's Board of Directors and the specific structure of the individual components. The table below provides an overview of the structure and system:

| Component | Measurement basis | Corridor | Precondition for payment | Payment |
|---|--|---|--|--|
| 1. Fixed compensation Fixed salary Benefits in kind / Fringe benefits | Function, responsibility, duration of Board membership, standard | Firmly agreed for the term of the contract | Contractual stipulation | Monthly |
| 2. Short-term compensation component Annual bonus | Task, performance, consolidated net income + EBIT margin | 0 to 110 % [Target fully met = 100 %] | 1-year planning, target attainment | 50 % per annum in the subsequent year |
| 3. Medium-term compensation component Multi-year bonus | Task, performance, consolidated net income | 0 to 115 % [Target fully met = 100 %] | 3-year planning, target attainment on a 3-year average at least 50 % | 50 % in the 4 th year |
| 4. Long-term compensation component Bonus account | Task, performance, EVA and share appreciation | 0 up to cap, penalty rule | Contractual stipulation | Once a year in the subse- quent year; 50 % of which converted into LEONI shares with a 50-month holding period |
| 5. Disability and other benefits Accrued pension rights | Pensionable fixed salary, years of service on the Board, defined-contribution plan | Fixed amount | Retirement, disability | — |

Fixed compensation

The fixed component is a firm, annual amount of basic compensation that is paid in equal monthly instalments. As all the other compensation components are variable and can drop to nil, the fixed component is the minimum amount of Board of Directors compensation. It is commensurate with the amounts paid by other MDAX companies.

Variable components

In addition to the fixed compensation, there are three variable compensation components, each of which have upper limits in absolute terms and can drop to nil. The weighting between the short and medium-term components is approx. 50/50.

SHORT-TERM COMPENSATION COMPONENT – ANNUAL BONUS: An annual bonus will be assessed depending on the net income generated, whereas amounts that exceed 110 percent (cap) of the net income budgeted in the planning for the year will be disregarded. The assessed annual bonus can rise by another 10 percent provided the Group generates an EBIT margin of more than 7.5 percent. Assessment of the annual bonus will be discounted by 10 percent for EBIT margins that are less than 4.5 percent but not below 3.5 percent. Should the Group generate an EBIT margin of less than 3.5 percent, the discount on the assessed annual bonus will be 30 percent. In each year of the contract term the annual bonus will have an upper limit in absolute terms; it will be paid in cash and can drop to nil.

MEDIUM-TERM COMPENSATION COMPONENT – MULTI-YEAR BONUS: The multi-year bonus is geared, depending on the respective year's net income, to the results of a three-year period, while amounts that exceed 115 percent (cap) of the budgeted annual net income will be disregarded. Payment is made in the fourth year after expiry of the three-year period and only if the (arithmetic) average degree of target attainment for the three-year period is at least 50 percent. 50 percent of the annual amount will be paid in the respective subsequent year as an instalment. If the (arithmetic) average degree of target attainment for the three-year period of at least 50 percent is not achieved, the multi-year bonus is forfeited in full, meaning that instalments already paid must be refunded. The multi-year bonus thus conforms to the sustainability requirement set out in both the VorstAG and the Code. In each year of the contract term the multi-year bonus will have an upper limit in absolute terms; it will be paid in cash and can drop to nil.

LONG-TERM COMPENSATION COMPONENT: A long-term compensation component that takes adequate account of the economic value added (EVA) and the Company's market capitalisation is intended to further strengthen sustained, positive business performance. It is, for one financial year, paid up to a contractually agreed cap. Any excess is retained in a bonus account and serves as credit for the subsequent period. If the Company's performance is negative in a financial year, this will be charged to any credit in the bonus account, which can drop to nil. If the long-term compensation component for a financial year does not reach the cap, it will be topped up with any credit held in the bonus account. Of the amount paid out, 50 percent must be invested in LEONI shares that must be retained for a period of 50 months, thereby conforming to the 48-month minimum holding period prescribed by the VorstAG.

ABSOLUTE UPPER LIMIT: The total compensation, which is the sum of the fixed, short-term, medium-term and long-term components, has, as do the short-term, medium-term and long-term components themselves, an absolute upper limit for each member of the Board of Directors in each year of their contract term.

The total compensation is commensurate with that paid by other MDAX companies and other companies of similar size. It takes account of both good and poor performance. Furthermore, the individual components do not tempt the Board of Directors to take inappropriate risk. An internationally recognised compensation expert oversaw the preparation of the compensation structure and confirmed its conformity with the legislation including the Code. The Supervisory Board assured itself of the expert's independence. In summary, it may be concluded that compensation for the members of LEONI's Board of Directors meets the requirements of both the VorstAG and Code and is set up for sustainability.

Pension, disability and other benefits

In the event of temporary work incapacity due to illness or other reasons, for which the member of the Board of Directors is not responsible, the compensation will, depending on the contractual agreement, continue to be paid for a period of nine up to twelve months, at most up to termination of the employment contract.

Provided this has been agreed on the basis of an individual contract, there is a pension commitment to the member of the Board of Directors. This commitment encompasses disability, surviving dependents' and retirement benefits. Specifically, this means: in the event of permanent work incapacity the member of the Board of Directors will receive a disability pension. If the member of the Board of Directors dies, the widow and orphaned children will be paid pensions.

For plans up to the end of 2014 there is, following the end of their 65th (or 63rd with agreed discounts) year of age, an entitlement to payment of retirement benefits, which are computed according to the period of service on the Board of Directors and the pensionable fixed salary. Pensionable is defined as a contractually agreed proportion of the final fixed salary.

The option of a defined contribution pension is given for plans from 2015. This involves, in the case of first-time plans, there being for each member of the Board of Directors an absolute limit to the benefit to be paid for each year of the contract term and, moreover, a general upper limit to the level of pension with respect to the fixed amount. The retirement benefit system is set up in such a way that the standard retirement age is 67 years and at the earliest 63 years subject to accepting discounts on the pension.

The disability and other benefits granted to members of LEONI AG's Board of Directors are also commensurate with those of other MDAX companies.

Miscellaneous

Severance payments upon premature termination of Board of Directors duties in the absence of a material reason are limited to two years' compensation and shall not be more than the annual compensation for the balance of the employment contract (severance cap pursuant to the Code).

In the event of a change of control, the members of the Board of Directors have, so far as contractually agreed, the right to terminate for material reason and shall be entitled to severance payment. This is limited to a maximum of three years' compensation (150 percent of the severance cap pursuant to the Code) and shall even in this event not exceed the annual compensation for the balance of the employment contract.

Cost of compensation in 2016

The compensation for members of the Board of Directors is presented in line with the reference tables of the Code. This involves differentiation between the benefits granted to members of the Board of Directors on the one hand and what is paid to them on the other hand.

| | Dr Klaus Probst President / CEO (until 7 May 2015) | | | Dieter Bellé President / CEO (from 7 May 2015) Chief Financial Officer / CFO | | | Dr Andreas Brand Member of the Board of Directors (until 9 November 2015) | | | |
|--|--|------------------|-----|---|--------------------|--------------|---|-------------------------|-----|--|
| | 2015 | 2016 | | 2015 | 2016 | | 2015 | 2016 | | |
| | | min | max | | min | max | | min | max | |
| GRANTED BENEFITS | € '000 | | | | | | | | | |
| 1. Total compensation pursuant to GCGC | | | | | | | | | | |
| Components not performance-related | | | | | | | | | | |
| Fixed compensation | 388 | | | 671 | 750 | 750 | 750 | 386 | | |
| Fringe benefits | 16 | | | 28 | 29 | 29 | 29 | 29 | | |
| Total | 404 | | | 699 | 779 | 779 | 779 | 415 | | |
| Performance-related components (targets) | | | | | | | | | | |
| Short-term compensation component (100 %) | 833 | | | 675 | 546 | 0 | 601 | 385 | | |
| Medium-term compensation component (100 %) | 0 | | | 820 | 760 | 0 | 874 | 385 | | |
| Long-term compensation component (100 %) | 225 | 225 ⁵ | | 329 | 400 | 0 | 400 | 208 | | |
| Total | 1,058 | 225 | | 1,824 | 1,706 | 0 | 1,875 | 978 | | |
| Service costs | 83 | | | 261 | 308 | 308 | 308 | 0 | | |
| Total compensation pursuant to GCGC | 1,545 | 225 | | 2,784 | 2,793 | 1,087 | 2,962 | 1,393 | | |
| 2. Reconciliation of the compensation from GCGC to IFRS (Expenses) | | | | | | | | | | |
| Total compensation pursuant to GCGC | 1,545 | 225 | | 2,784 | 2,793 | | | 1,393 | | |
| Short-term compensation component: | | | | | | | | | | |
| – Target (100 %) | (833) | | | (675) | (546) | | | (385) | | |
| + actual compensation | 298 | | | 237 | 29 | | | 138 | | |
| Medium-term compensation component: | | | | | | | | | | |
| – Target (100 %) | 0 | | | (820) | (760) | | | (385) | | |
| + entitlement to compensation based on actual target attainment | 0 | | | 340 | 0 | | | 196 | | |
| – Income from repayments and reversal of provisions | 0 | | | 0 | (340) | | | 0 | | |
| Long-term compensation component: | | | | | | | | | | |
| – Target pursuant to GCGC | (225) | (225) | | (329) | (400) | | | (208) | | |
| + actual expenses for the financial year | 0 | 225 | | 169 | 66 | | | 0 | | |
| – Income from reversal of provisions | (225) | | | 0 | 0 | | | (75) | | |
| Settlement for premature contract termination | 0 | | | 0 | 0 | | | 3,148 | | |
| Expenses of the compensation pursuant to IFRS | 560 | 225 | | 1,706 | 842 | | | 3,822 | | |
| 3. Reconciliation of the compensation from GCGC to HGB (Art. 314) | | | | | | | | | | |
| Total compensation pursuant to GCGC | 1,545 | 225 | | 2,784 | 2,793 | | | 1,393 | | |
| Short-term compensation component: | | | | | | | | | | |
| – Target (100 %) | (833) | | | (675) | (546) | | | (385) | | |
| + actual compensation | 298 | | | 237 | 29 | | | 138 | | |
| Medium-term compensation component: | | | | | | | | | | |
| – Target (100 %) | 0 | | | (820) | (760) | | | (385) | | |
| + entitlement to compensation based on actual target attainment | 0 | | | 340 | 0 | | | 196 | | |
| – compensation components for which the condition precedent has not yet been fulfilled | 0 | | | (340) | 0 | | | 0 | | |
| + compensation components for which the condition precedent has been fulfilled | 0 | | | 0 | 0 | | | 0 | | |
| Long-term compensation component: | | | | | | | | | | |
| ± deviation from the target | (225) | 0 | | 0 | (118) | | | (162) | | |
| – service costs | (83) | | | (261) | (308) | | | 0 | | |
| Compensation pursuant to HGB (Art. 314) | 702 | 225 | | 1,265 | 1,090 | | | 795 | | |
| ALLOCATIONS | € '000 | | | | | | | | | |
| Components not performance-related | | | | | | | | | | |
| Fixed compensation | 388 | | | 671 | 750 | | | 386 | | |
| Fringe benefits | 16 | | | 28 | 29 | | | 29 | | |
| Total | 404 | 0 | | 699 | 779 | | | 415 | | |
| Performance-related components (actual figures) | | | | | | | | | | |
| Short-term compensation component | 298 | | | 237 | 29 | | | 138 | | |
| Medium-term compensation component | 0 | | | 170 | (170) ⁶ | | | 196 | | |
| Long-term compensation component | 0 | 225 ⁵ | | 329 | 282 | | | 46 | | |
| Total | 298 | 225 | | 736 | 141 | | | 380 | | |
| Service costs | 83 | | | 261 | 308 | | | 0 | | |
| Total compensation pursuant to GCGC | 785 | 225 | | 1,696 | 1,228 | | | 795 ¹ | | |

¹ Due to the premature contract termination there was, in addition, a settlement payment of € 3,148 k in 2015. Together with the compensation for service on the Board of Directors the payout amounts to € 3,943 k.

² Due to the premature termination of his contract, Dr Brand was also paid a settlement of € 3,148 k in 2015. The payout therefore totals € 6,985 k.

³ The premature termination of his contract incurred settlement payments to Dr Frank Hiller totalling € 679 k. Together with the compensation for service on the Board of Directors the payout amounts to € 1,074 k.

⁴ The premature termination of his contract incurred settlement payments to Dr Frank Hiller totalling € 679 k. Together with the compensation for service on the Board of Directors the payout amounts to € 3,076 k.

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Compensation for the Board of Directors

| Bruno Fankhauser Member of the Board of Directors (from 1 February 2016) | | | Karl Gadesmann Chief Financial Officer / CFO (from 1 October 2016) | | | Dr Frank Hiller Member of the Board of Directors (until 31 December 2016) | | | | Total | | |
|--|-------|-----|--|-------|-----|---|-------|--------------------|------|-------|--------------------|--------------------|
| 2015 | 2016 | | 2015 | 2016 | | 2015 | 2016 | | 2015 | 2016 | | |
| | min | max | | min | max | | min | max | | | | |
| | 367 | 367 | 367 | 113 | 113 | 113 | 350 | 500 | 500 | 500 | 1,795 | 1,730 |
| | 38 | 38 | 38 | 5 | 5 | 5 | 26 | 26 | 26 | 26 | 99 | 98 |
| | 405 | 405 | 405 | 118 | 118 | 118 | 376 | 526 | 526 | 526 | 1,894 | 1,828 |
| | 375 | 0 | 413 | 106 | 0 | 116 | 303 | 410 | 0 | 450 | 2,196 | 1,437 |
| | 375 | 0 | 432 | 106 | 0 | 118 | 367 | 367 | 0 | 415 | 1,572 | 1,608 |
| | 92 | 0 | 92 | 38 | 0 | 38 | 225 | 350 | 0 | 350 | 987 | 1,105 |
| | 842 | 0 | 937 | 250 | 0 | 272 | 895 | 1,127 | 0 | 1,215 | 4,755 | 4,150 |
| | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 344 | 308 |
| | 1,247 | 405 | 1,342 | 368 | 118 | 390 | 1,271 | 1,653 | 526 | 1,741 | 6,993 | 6,286 |
| | 1,247 | | | 368 | | | 1,271 | 1,653 | | | 6,993 | 6,286 |
| | (375) | | | (106) | | | (303) | (410) | | | (2,196) | (1,437) |
| | 20 | | | 6 | | | 108 | 22 | | | 781 | 77 |
| | (375) | | | (106) | | | (367) | (367) | | | (1,572) | (1,608) |
| | 0 | | | 0 | | | 155 | 0 | | | 691 | 0 |
| | 0 | | | 0 | | | 0 | (306) | | | 0 | (646) |
| | (92) | | | (38) | | | (225) | (350) | | | (987) | (1,105) |
| | 0 | | | 0 | | | 0 | 0 | | | 169 | 291 |
| | 0 | | | 0 | | | 0 | 0 | | | (300) | 0 |
| | 0 | | | 0 | | | 0 | 679 | | | 3,148 | 679 |
| | 425 | | | 124 | | | 639 | 921 | | | 6,727 | 2,537 |
| | 1,247 | | | 368 | | | 1,271 | 1,653 | | | 6,993 | 6,286 |
| | (375) | | | (106) | | | (303) | (410) | | | (2,196) | (1,437) |
| | 20 | | | 0 | | | 108 | 22 | | | 781 | 77 |
| | (375) | | | (106) | | | (367) | (367) | | | (1,572) | (1,608) |
| | 0 | | | 0 | | | 155 | 0 | | | 691 | 0 |
| | 0 | | | 0 | | | (155) | 0 | | | (495) | 0 |
| | 0 | | | 0 | | | 0 | 0 | | | 0 | 0 |
| | (92) | | | (38) | | | (225) | (350) | | | (612) | (598) |
| | 0 | | | 0 | | | 0 | 0 | | | (344) | (308) |
| | 425 | | | 124 | | | 484 | 548 | | | 3,246 | 2,412 |
| | 367 | | | 113 | | | 350 | 500 | | | 1,795 | 1,730 |
| | 38 | | | 5 | | | 26 | 26 | | | 99 | 98 |
| | 405 | | | 118 | | | 376 | 526 | | | 1,894 | 1,828 |
| | 20 | | | 6 | | | 108 | 22 | | | 781 | 77 |
| | 0 | | | 0 | | | 77 | (153) ⁶ | | | 443 | (323) |
| | 0 | | | 0 | | | 0 | 0 | | | 375 | 507 |
| | 20 | | | 6 | | | 185 | (131) | | | 1,599 | 261 |
| | 0 | | | 0 | | | 0 | 0 | | | 344 | 308 |
| | 425 | | | 124 | | | 561 | 395 ³ | | | 3,837 ² | 2,397 ⁴ |

Addition of the individual payments in € thousands in the table may deviate from the reported totals due to rounding.

⁵ Based on the clarification and supplementary agreement of 18/8/2016 pertaining to the termination and settlement agreement of 27/3/2015, the bonus account entitlements from 2014, which were not carried over, were rectified to 2015. The payment was accordingly determined pursuant to the Board of Directors service contract and made in 2016.

⁶ The conditions for payment of the medium-term component were not met. The instalments already paid for 2014 (Dr Hiller) and for 2015 (Mr Bellé and Dr Hiller) must consequently be refunded.

The 'granted benefits' table presents, in the compensation for members of the Board of Directors pursuant to GCGC, which benefits the members would have been granted for 100 percent target fulfilment and which individually attainable upper and lower limits would have applied. This total compensation (GCGC) would have corresponded to an amount of € 6,286 k in fiscal 2016 (previous year: € 6,993 k). As this involves budgeted figures that would only have been matched in the event of 100 percent target fulfilment, these figures must be reconciled with the business performance that actually occurred and conditions precedent. A distinction must be made here between reconciliation of the compensation (pursuant to GCGC) with IFRS and with Article 314 of the German Commercial Code (HGB). Any corresponding adjustment amounts versus the budgeted figures pertaining to all variable compensation components are reported in these reconciliations. This then results in the actually granted benefits pursuant to IFRS or Article 314 HGB.

The compensation pursuant to IFRS in the financial year amounted to € 2,537 k (previous year: € 6,727 k) and pursuant to Article 314 HGB consequently to € 2,412 k (previous year: € 3,246 k).

The change in compensation pursuant to IFRS versus the previous year is due, in particular, to the settlement payment to Dr Brand that was included in 2015, which led to a significantly higher amount in the previous year. The change in compensation pursuant to IFRS and HGB is furthermore attributable to reduced payment of variable compensation components for 2016.

The change in compensation pursuant to HGB takes account only of the compensation components for service on the Board of Directors. Settlement payments are not considered in compensation pursuant to Article 314 HGB.

The 'receipts' table shows what cash amounts the members of the Board of Directors received from the individual compensation components according to the GCGC. In total, the members of the Board of Directors were paid compensation for their service on the Board of € 2,397 k for the 2016 financial year (previous year: € 3,837 k). This does not include settlement payments either.

Other compensation comprises the non-monetary benefits in the use of company cars and top-ups on insurance policies.

The fiscal 2016 expense for Board of Directors members' disability and other benefits amounted to € 308 k (previous year: € 344 k). The defined benefit obligation came to € 5,811 k (previous year: € 4,816 k). The individual figures are presented in the table below.

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Supervisory Board compensation

| Pension commitments (excl. deferred compensation) | Service costs | | Defined benefit obligation | |
|--|---------------|----------------|----------------------------|----------------|
| | 2015 | 2016 | 2015 | 2016 |
| € '000 | | | | |
| Dieter Bellé ¹ | 261 | 308 | 4,816 | 5,811 |
| Dr Klaus Probst ¹ | 83 | 0 ² | 0 ² | 0 ² |
| Total | 344 | 308 | 4,816 | 5,811 |

¹ Commitment to payment of an age-related, disability and surviving dependents' pension, which is computed according to the period of the Board of Directors' service and the pensionable fixed salary.

² The benefit expenses and the defined benefit obligation are presented under the disclosures concerning former members of the Board of Directors from 2016 and 2015, respectively.

The disability and other benefit expenses in principle comprise service costs and past service costs pursuant to IFRS. The defined benefit obligation (DBO) corresponds to the scope of obligations pursuant to IFRS.

A pension will be paid to Board of Directors member Dieter Bellé based on the policy concluded in 2009 when he has either reached the retirement age of 65 years (63 with agreed discounts) or he becomes permanently disabled. This pension entitlement is computed as an agreed pensionable proportion of the final fixed annual salary. The other members of the Board of Directors were not yet given any benefit commitments.

Supervisory Board compensation

The Articles of Association govern compensation for members of the Supervisory Board. A system of fixed compensation has applied for members of LEONI AG's Supervisory Board since 1 January 2013. It stipulates a fixed amount of € 85 k per ordinary member of the Supervisory Board. The chairperson receives double this amount and the deputy chairpersons receive one and a half times the amount. The compensation for committee work (Personnel, Audit, Strategy and Nomination Committees) comes to € 8 k per ordinary member and to € 16 k per committee chairperson. It is paid only if the committee meets at least once in the year. Attendance of Supervisory Board and Audit Committee meetings will be paid for in the amount of € 1,000 per meeting and Supervisory Board member, with a maximum of ten meetings to be taken into consideration per financial year.

The maximum overall compensation possible for Supervisory Board members including committee work and attendance money comes to € 1,534 k.

Cost of compensation in 2016

| € '000 | | Fixed compensation (net) | Attendance money | Compensation for committee work | Other | Total |
|---|------|--------------------------------|---------------------|---------------------------------------|-------|-------|
| Dr Werner Rupp¹ | 2016 | 170 | 10 | 48 | 2 | 230 |
| | 2015 | 170 | 10 | 48 | — | 228 |
| Franz Spieß² | 2016 | 128 | 10 | 16 | — | 154 |
| | 2015 | 128 | 9 | 16 | — | 153 |
| Prof. Dr-Ing. Klaus Wucherer³ | 2016 | 128 | 8 | 32 | — | 168 |
| | 2015 | 128 | 7 | 32 | — | 167 |
| Gabriele Bauer | 2016 | 85 | 8 | 16 | — | 109 |
| | 2015 | 85 | 7 | 16 | — | 108 |
| Dr Ulrike Friese-Dormann⁴ | 2016 | 85 | 6 | 0 | 2 | 93 |
| | 2015 | 55 | 5 | 0 | 2 | 62 |
| Josef Häring | 2016 | 85 | 8 | 0 | — | 93 |
| | 2015 | 85 | 7 | 0 | — | 92 |
| Ingrid Hofmann | 2016 | 85 | 8 | 8 | — | 101 |
| | 2015 | 85 | 7 | 0 | — | 92 |
| Karl-Heinz Lach | 2016 | 85 | 8 | 0 | — | 93 |
| | 2015 | 85 | 7 | 0 | — | 92 |
| Dr Werner Lang | 2016 | 85 | 6 | 16 | — | 107 |
| | 2015 | 85 | 7 | 8 | — | 100 |
| Axel Markus⁵ | 2016 | 0 | 0 | 0 | — | 0 |
| | 2015 | 30 | 1 | 0 | — | 31 |
| Richard Paglia | 2016 | 85 | 10 | 16 | — | 111 |
| | 2015 | 85 | 10 | 16 | — | 111 |
| Dr Bernd Rödl⁶ | 2016 | 0 | 0 | 0 | — | 0 |
| | 2015 | 73 | 10 | 32 | — | 115 |
| Prof. Christian Rödl⁷ | 2016 | 87 | 10 | 16 | — | 113 |
| | 2015 | 0 | 0 | 0 | — | 0 |
| Helmut Wirtz | 2016 | 85 | 8 | 8 | 2 | 103 |
| | 2015 | 85 | 7 | 8 | 2 | 102 |
| Total | 2016 | 1,192 | 100 | 176 | 7 | 1,475 |
| | 2015 | 1,178 | 94 | 176 | 4 | 1,452 |

Addition of the individual payments in € thousands may deviate from the reported totals due to rounding.

¹ Chairman of the Supervisory Board

² 1st Deputy Chairman of the Supervisory Board

³ 2nd Deputy Chairman of the Supervisory Board

⁴ Member of the Supervisory Board from 7/5/2015

⁵ Member of the Supervisory Board until 7/5/2015

⁶ Member of the Supervisory Board until 9/11/2015

⁷ Member of the Supervisory Board from 22/12/2015 and since the Annual General Meeting on 4/5/2016