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Non-Executive Directors' pay

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Fee structure for Member of the Main Board – Europe-wide, by country and by industry

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n indicates the number of companies in the index or industry, respectively.

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European overview of fee levels** for membership of the Main Board and of Board committees

* Indicates the number of companies that contribute to the statistics.

** Fee levels represent the median of the sample.

**MAIN BOARD
OTHER COMMITTEES
AUDIT COMMITTEE**

All Data in EUR

**Chairman
of the Main Board**

**Member
of the Main Board**

*n**

*n**

**Base / Fixed fees
paid in cash**

307

313,495

351

72,745

**Base / Fixed fees
paid in shares**

29

238,696

27

89,904

**Base / Fixed fees
total**

307

319,195

351

74,099

Number of Main Board meetings

360

9

360

9

**Attendance fee
per meeting**

66

2,500

88

2,500

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All Data in EUR

**Chairman
of the committee**

Member

of the committee

*n**

*n**

Committee fees

paid in cash

320

29,562

251

20,000

Committee fees

paid in shares

7

58,438

7

26,971

Committee fees

total

320

29,820

251

20,000

Number of committee meetings

356

6

356

6

Attendance fee

per meeting

85

3,000

88

2,000

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All Data in EUR

**Chairman
of the committee**

**Member
of the committee**

*n**

*n**

Committee fees

paid in cash

314

22,800

239

15,000

Committee fees

paid in shares

7

40,457

7

17,981

Committee fees

total

315

22,800

241

15,000

Number of committee meetings

360

5

360

5

Attendance fee

per meeting

89

2,500

94

2,000

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14%

of all companies have some form of **equity compensation** in place for their Non-Executive Directors

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22%

of all companies have compulsory **Share Ownership Guidelines** in place for their Non-Executive Directors

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24 March 2021

Thank You

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