

Dr. Jochen Ahn, Managing Board member since 2000		
in k€	2023	2022
Fixed remuneration	195	170
Fringe benefits	5	5
Total fixed remuneration	200	175
Annual variable remuneration	80	70
Multi-year variable remuneration	11	0
Total variable remuneration	91	70
Total remuneration	291	245

Matthias Bockholt, Managing Board member until 3/07/2023		
in k€	2023	2022
Fixed remuneration	99	170
Fringe benefits	2	3
Total fixed remuneration	101	173
Annual variable remuneration	35	70
Multi-year variable remuneration	0	0
Total variable remuneration	35	70
Total remuneration	136	243

Dr. Karsten Schlageter, Managing Board member since 1/10/2018		
in k€	2023	2022
Fixed remuneration	240	203
Fringe benefits	3	6
Total fixed remuneration	243	209
Annual variable remuneration	74	74
Multi-year variable remuneration	17	0
Total variable remuneration	91	74
Total remuneration	334	283

Alexander Reinicke, Managing Board member since 1/08/2022		
in k€	2023	2022
Fixed remuneration	240	100
Fringe benefits	1	0
Total fixed remuneration	241	100
Annual variable remuneration	80	80
Multi-year variable remuneration	27	0
Total variable remuneration	107	80
Total remuneration	348	180

Susanne von Mutius, Managing Board member since 1/08/2022		
in k€	2023	2022
Fixed remuneration	240	100
Fringe benefits	9	2
Total fixed remuneration	249	102
Annual variable remuneration	80	80
Multi-year variable remuneration	27	0
Total variable remuneration	107	80
Total remuneration	356	182

Matthias Hollmann, Managing Board member since 1/08/2022		
in k€	2023	2022
Fixed remuneration	240	100
Fringe benefits	14	6
Total fixed remuneration	254	106
Annual variable remuneration	80	80
Multi-year variable remuneration	27	0
Total variable remuneration	107	80
Total remuneration	361	186