

**Remuneration report on the compensation of the
members of the Management Board and Supervisory
Board of Burgenland Holding AG for the 2019/20
financial year**

1 Introduction

1.1 General information

On 13 March 2020, the 31st Annual General Meeting of Burgenland Holding Aktiengesellschaft (“Burgenland Holding” or the “Company”) approved the basic principles for the remuneration of the members of the Executive Board and Supervisory Board of Burgenland Holding Aktiengesellschaft (in total, the “Remuneration Policy”).

The related resolution¹ was approved by 27 shareholders entitled to vote, including the core shareholder EVN AG (interest in share capital as of 30 September 2019: 73.63%), with 2,790,990 votes. The number of shares for which valid votes were cast reflects the total number of valid votes submitted and equalled 2,790,990; these votes represented 93.03% of share capital. All 27 of the shareholders in attendance voted to approve the resolution, i.e. the resolution was passed without any opposing votes or abstentions.

This Remuneration Report, which covers the compensation for the members of the Executive Board and Supervisory Board of Burgenland Holding (“Remuneration Report”), was prepared by the Company’s Executive Board and Supervisory Board in accordance with § 78c of the Austrian Stock Corporation Act to provide a comprehensive overview of the remuneration paid or owed during the 2019/20 financial year to the members of the Executive Board and the members of the Supervisory Board based on the Remuneration Policy (§ 78a of the Austrian Stock Corporation Act and § 98a of the Austrian Stock Corporation Act), including any and all benefits, in whatever form. The Remuneration Report was approved by the Supervisory Board on 4 February 2021.

This Remuneration Report implements the requirements defined by § 78c and § 98a of the Austrian Stock Corporation Act for the preparation of Remuneration Reports for the members of the Executive Board and Supervisory Board of Burgenland Holding as a listed company. It is also based on Opinion 37 of the Austrian Financial Reporting and Auditing Committee (“AFRAC-Stellungnahme”) as well as the guidelines of the European Commission on the standardised presentation of remuneration reports under Directive (EU) 2017/828 of the European Parliament and of the Council dated 17 May 2017 on the amendment of Directive 2007/36/EU concerning support for the exercise of shareholders’ rights over the long-term.

In accordance with § 78d para 1 of the Austrian Stock Corporation Act, the Remuneration Report must be presented to the Annual General Meeting for voting. This voting process represents a recommendation, and the next Remuneration Report must include information as to how the results of voting at the last Annual General Meeting were taken into account.

¹ Disclosures pursuant to § 128 para. 1 nos. 1 to 4 of the Austrian Stock Corporation Act.

1.2 Business development during the past financial year

1.2.1 Burgenland Holding Aktiengesellschaft

Burgenland Holding can look back on a successful 2019/20 financial year despite the challenges presented by the Covid-19 pandemic. Net income exceeded the previous year at EUR 10.3m.

The results recorded by Burgenland Holding are determined, above all, by the dividends received from its investments. The Company recorded investment income of EUR 10.5m in 2019/20 (2018/19: EUR 10.0m). In addition to the EUR 10.3m dividend paid by Energie Burgenland AG for the 2018/19 financial year (previous year: EUR 9.8m), a dividend of EUR 0.2m was received from Wiener Börse AG (formerly: CEESEG AG) for the 2019 financial year (previous year: EUR 0.2m). The year-on-year decline in interest rates was reflected in a reduction of interest and similar income to EUR 0.01m in 2019/20 (previous year: EUR 0.02m).

Burgenland Holding has no employees.

Based on the positive development during the 2019/20 financial year, the Executive Board of Burgenland Holding will make a recommend to the Annual General Meeting which calls for the distribution of a EUR 3.45 dividend per share for the 2019/20 financial year (previous year: EUR 3.25 per share). This represents a total dividend payment of EUR 10.4m.

The solid balance sheet structure of Burgenland Holding remained generally unchanged compared with the previous year. As of 30 September 2020, the balance sheet was 0.7% higher year-on-year at EUR 80.7m and the equity ratio equalled 99.98%.

Energie Burgenland AG, as an operator of critical infrastructure, was well prepared for the consequences of the pandemic. Protective measures focused on safeguarding supply security and ensuring the safety of employees. Energy sales volumes to industrial and commercial customers declined during the lockdown in spring 2020 but did not have a material negative impact on earnings.

Under the assumption of average conditions in the energy business environment, Energie Burgenland AG anticipates operating development in line with the usual fluctuations during 2020/21. Non-recurring effects are expected to generate an exceptional contribution of roughly EUR 20m to earnings.

Burgenland Holding Aktiengesellschaft		2019/20	2018/19	2017/18
Balance sheet total	EURm	80.7	80.1	79.8
Equity	EURm	80.7	80.1	79.8
Investment income	EURm	10.5	10.0	9.5
Net profit for the period	EURm	10.3	9.8	9.4

Burgenland Holding Aktiengesellschaft – key figures		2019/20	2018/19	Change in %
	EURm			
Pre-tax profit		10.3	9.7	6.2
Investment income		10.5	10.0	5.0
Net profit for the year		10.3	9.8	5.1
Balance sheet total		80.7	80.1	0.7
Non-current assets		71.3	71.3	–
Current assets and prepayments and accrued income		9.4	8.8	6.8
Equity		80.7	80.1	0.7
Debt capital		0.0	0.0	–

Key figures for the 2019/20 financial year

Indicators on the income situation

		2019/20	2018/19	Change nominal	Change in %
	TEUR				
Earnings before interest and tax (EBIT)	Pre-tax profit + interest and similar expenses pursuant to § 231 (2) fig. 15 Austrian Commercial Code	10,255	9,742	513	5.3

The business activities of Burgenland Holding Aktiengesellschaft consist in holding and managing investments. Burgenland Holding Aktiengesellschaft did not generate any revenues in the 2019/20 business year.

		2019/20	2018/19	Change in %-points
Return on assets				
Return on equity	Pre-tax profit/Average equity	12.7%	12.2%	0.5
Return on total assets	EBIT/Average total capital	12.7%	12.2%	0.5

Indicators on asset and financial situations

		2019/20	2018/19	Change nominal	Change in %
	TEUR				
Working capital	Current assets – Current assets held as reserves = Current assets – Short-term debt capital = Working capital	9,330	8,770	560	6.4
Equity ratio	Equity/Total capital	99.98%	99.97%	0.01	–

Burgenland Holding Aktiengesellschaft does not show any liabilities vis-à-vis financial institutions either as of the balance sheet date of 30 September 2020 or last year's reporting date. As a result of the higher profit for this year compared to last year, the working capital is higher than last year. Like last year, net gearing (net debt/shareholders' equity) amounts to 0.0%.

Cash flow statement

		2019/20	2018/19	Change nominal	Change in %
	TEUR				
Net cash flow from operating activities		9,702	9,536	166	1.7
Net cash flow from investing activities		0	0	–	–
Net cash flow from financing activities		–9,750	–9,450	–300	3.2
Net change in cash and cash equivalents		–48	86	–134	–155.8

Composition of cash and cash equivalents: Cash at banks, cash and cash equivalents Group cash pooling

Starting from a net profit of EUR 10.3m (previous year: EUR 9.8m), an operating cash flow of EUR 9.7m (previous year: EUR 9.5m) was achieved. The net income for the year was primarily due to the distributions of dividends by the associated companies.

Investor information

Stock performance		2019/20	2018/19	2017/18
Average daily turnover	Shares	31	13	29
Total share volume	EURm	0.64	0.37	0.54
Highest price	EUR	90.00	85.00	86.00
Lowest price	EUR	74.00	62.00	68.00
Share price at the end of September	EUR	78.00	76.00	79.00
Market capitalisation at the end of September	EURm	234	228	237
WBI weighting at the end of September	%	0.28	0.20	0.19
Dividend per share	EUR	3.45 ¹⁾	3.25	3.15

¹⁾ Proposal to the Annual General Meeting

1.2.2 Energie Burgenland Group

Business development highlights in 2019/20

- Expansion of the Pama-South wind park
- Expansion of the Zurndorf transformer station
- Expansion of the district heating network in Eisenstadt
- Completion of the comprehensive smart-meter rollout in Jennersdorf, Güssing, Oberwart, Oberpullendorf and Mattersburg. The next stages of the rollout were halted on 13 March 2020 due to the Covid-19 situation but restarted at the beginning of September 2020.
- Sale of US securities following the termination of the last US lease transaction
- Sale of Burgenland Holding shares to Landesholding Burgenland GmbH
- Introduction of innovative product solutions including “GemeinschaftsPV”, “Sonnenkonto 2.0” and “Windkonto”.

The business activities of Energie Burgenland also involve ecological energy generation. Approximately 1,000 GWh of green electricity are produced each year with 226 wind energy aggregates² and an output of 520 MW³.

Electricity sales by Energie Burgenland Vertrieb GmbH & Co KG fell by 2.4% year-on-year to 1,208 GWh in 2019/20. Network sales volumes were 1.7% lower than the previous year at 1,782 GWh. Natural gas sales declined by 4.0% to 1,069 GWh, and network sales volumes were 1.4% below the previous year at 2,304 GWh.

Revenue recorded by the Energie Burgenland Group is expected to increase by 0.2% year-on-year to EUR 339.3m. The result before income tax would then amount to EUR 53.7m and represent a plus of 70.5% over the previous year. Net cash flow from operating activities will total EUR 69.2m and cash flow from operating activities EUR 84.7m.

Energie Burgenland Group		2019/20 forecast	2018/19
Electricity sales	GWh	1,208	1,237
Natural gas sales	GWh	1,069	1,113
Revenue	EURm	339.3	338.6
Pre-tax profit	EURm	53.7	31.5
Balance sheet total	EURm	906.8	879.6
Equity	EURm	344.4	326.2

² The number of aggregates is based on the Company's investment in the wind parks.

³ The output is based on the Company's investment in the wind parks.

2 Remuneration Report on the compensation of the Executive Board members

2.1 Basic principles of the Remuneration Policy

This presentation of the basic principles of the Remuneration Policy provides an overview of the individual remuneration components and their connection with the Company's goals and long-term development. For the reader, it is intended to facilitate a detailed understanding of the framework conditions for the total remuneration presented in the Remuneration Report.

The Remuneration Policy for the Executive Board members of Burgenland Holding is designed to meet the following goals: to ensure that the total remuneration of the Executive Board members appropriately reflects the position of the Company and the remuneration paid by comparable companies; to create incentives for actions that reinforce the Company's sustainable development; and to support the Company's business strategy and long-term development.

The remuneration reflects the overall responsibility of the Executive Board but is differentiated by the separate responsibilities of the individual Executive Board members as defined in the allocation of duties. Other decisive criteria are the length of service with the Company and, if applicable, the assumption of a function as speaker or chairman of the Executive Board.

The Remuneration Policy creates incentives for the members of the Executive Board to actively develop and pursue the corporate strategy, to safeguard the Company's long-term sustainable development and to avoid excessive risks. In accordance with the Remuneration Policy, the definition of concrete performance criteria must also ensure that unnecessary risk-taking and an overly strong focus on short-term profits are avoided. At the same time, ambitious goals should be set to create an incentive for special performance. The overriding objective is the long-term positive development of the Company.

The members of the Executive Board are only entitled to receive fixed remuneration components, whereby these components are performance-based. Since no variable remuneration components are planned, the fixed components represent 100% of the total remuneration.

The fixed remuneration consists of a basic salary plus D&O insurance coverage as a fringe benefit.

Apart from legally defined entitlements, the Executive Board members are not covered by a Company pension scheme or other rights at the termination of their function.

Details on the design of the fixed remuneration components are provided in the Remuneration Policy for the Executive Board members of Burgenland Holding.

2.2 Disclosure of total remuneration

2.2.1 General information

In order to provide the shareholders of Burgenland Holding with a clear and understandable overview of the total remuneration of the Executive Board members in accordance with the requirements of § 78c of the Austrian Stock Corporation Act, the total remuneration of the Executive Board members is shown in a table (see Attachment 1) which is based on the form of presentation recommended by the AFRAC Opinion.

Burgenland Holding holds investments in two companies which are not classified as subsidiaries. The Company does not prepare consolidated financial statements. The members of the Executive Board do not serve on any corporate bodies in these investees and, consequently, do not receive any remuneration from these companies.

The Executive Board of Burgenland Holding consisted exclusively of Klaus Kohlhuber and Nikolaus Sauer (together the “members of the Executive Board”, the “Executive Board members” or the “Executive Board”) during the 2019/20 financial year, which covered the period from 1 October 2019 to 30 September 2020.

As recommended in the AFRAC Opinion, the following section shows both the remuneration owed and the remuneration paid to the Executive Board members. The remuneration owed covers the amounts actually paid to the Board member during a specific period which are attributable to this reporting period as well as the entitlements conclusively earned for that period, also when payment will only be made in a later period. The granted remuneration represents the provisions created during a financial year as well as other accrued remuneration components that are economically attributable to this reporting period based on legal or contractual obligations (possibly conditional) but will only be finally established and paid out in later periods. It should be noted that the Company only has owed remuneration components to report at the present time.

2.2.1 Fixed remuneration components

In accordance with the provisions of the Remuneration Policy, Klaus Kohlhuber received a basic annual salary of EUR 4,400 which was paid in four instalments. This remuneration was paid within the context of the employment contract concluded with EVN AG, which also covers management services. The contract defines total remuneration, and the Executive Board remuneration for Klaus Kohlhuber is therefore not reported separately.

Klaus Kohlhuber LL.M. also received the following compensation in kind and fringe benefits:

- a) D&O insurance: Klaus Kohlhuber was included in the D&O insurance policy maintained by EVN AG through his employment contract. The related premiums are carried by the Company, respectively reimbursed by EVN AG. The employment contract defines total remuneration, and the insurance premiums are therefore not reported separately.
- b) Klaus Kohlhuber did not receive any remuneration from subsidiaries.

Nikolaus Sauer received a basic annual salary of EUR 4,400 which was paid in four instalments. He also received the following compensation in kind and fringe benefits:

- a) D&O insurance: Nikolaus Sauer was included in the D&O insurance policy maintained by EVN AG through his employment contract. The related premiums are carried by the Company, respectively reimbursed by EVN AG. The employment contract defines total remuneration, and the insurance premiums are therefore not reported separately.
- b) Nikolaus Sauer did not receive any remuneration from subsidiaries.

2.2.2 Variable remuneration components

There are no variable remuneration components. Further information is therefore not provided under this point, in particular regarding clawback claims for variable remuneration components.

2.2.3 Long-term incentive programme

There is no long-term incentive programme for the members of the Executive Board.

2.2.4 Agreement of total remuneration with the Remuneration Policy

The total remuneration for the members of the Executive Board in 2019/20 complied with the Remuneration Policy. In particular, the remuneration of the Executive Board members reflects the fact that their activities on behalf of the Company are carried out on a part-time basis because the Company's business is focused on the management of investments in other entities. Therefore, additional remuneration components do not provide useful results.

The Executive Board members basically receive the same remuneration. Consequently, this remuneration reflects the overall responsibility of the Executive Board because this body has neither a chairman or speaker nor a distribution of duties.

The Company currently has no employees. The cap defined by the Remuneration Policy for the Executive Board remuneration is therefore not applicable at the present time.

2.3 Information on share-based remuneration

Burgenland Holding does not have a stock option programme, and no shares were offered or granted to the Executive Board members.

2.4 Other information and explanations

2.4.1 Deviations from the Remuneration Policy

There were no deviations from the Remuneration Policy or the implementation procedures defined therein during the past financial year.

2.4.2 Clawback of variable remuneration components

The Company does not grant any variable remuneration components.

3 Remuneration Report on the compensation of the Supervisory Board members

3.1 Basic principles of the Remuneration Policy

The Remuneration Policy for the Supervisory Board members of Burgenland Holding is designed to ensure that the remuneration of these persons reflects their duties, responsibilities and the position of the Company. This remuneration should support the long-term implementation of the corporate strategy and the long-term development of Burgenland Holding and, at the same time, guarantee the objectivity and independence of the Supervisory Board. The remuneration comprises basic annual remuneration and an attendance fee per meeting. There are no performance-based remuneration components.

The attendance fees are intended to reflect the number of meeting and the related time spent, especially in connection with the membership in committees, and can therefore vary.

Every Supervisory Board member is entitled to reimbursement for appropriate cash outlays.

The fixed remuneration consists of a basic salary plus D&O insurance coverage as a fringe benefit.

Details on the design of the fixed remuneration components are provided in the Remuneration Policy for the Supervisory Board members of Burgenland Holding.

3.2 Disclosure of total remuneration

3.1.1 General information

In order to provide the shareholders of Burgenland Holding with a clear and understandable overview of the total remuneration of the Supervisory Board members in accordance with the requirements of § 98a in connection with § 78c of the Austrian Stock Corporation Act, the total remuneration of the Supervisory Board members is shown in a table (see Attachment 2) which is based on the form of presentation recommended by the AFRAC Opinion.

The following persons served as shareholder representatives on the Supervisory Board of Burgenland Holding during the 2019/20 financial year, which covered the period from 1 October 2019 to 30 September 2020: Stefan Szyszkowitz (Chairman), Franz Mittermayer (Vice-Chairman), Michael Amerer, Rita Heiss, Johannes Lang, Jörg Sollfelner, Ute Teufelberger, Norbert Wechtl and Peter Weinelt (together the "members of the Supervisory Board", the "Supervisory Board members" or the "Supervisory Board") and, as such, received remuneration.

A resolution by the Annual General Meeting on 18 March 2016 set the total remuneration for the members of the Supervisory Board at EUR 14,100 per year and the attendance fee at EUR 200 per meeting and authorised the Supervisory Board to distribute this remuneration among its members according to their functions. A resolution by the Annual General Meeting on 18 March 2016 approved the

distribution of the total remuneration of EUR 14,100 for the members of the Supervisory Board as follows: EUR 3,000 for the chairman, EUR 2,000 for the vice-chairman and EUR 1,300 each for the seven other Supervisory Board members.

3.1.2 Fixed remuneration components

The members of the Supervisory Board received the following fixed remuneration components in the 2019/20 financial year:

a)	Stefan Szyszkowitz:	TEUR 3.0
b)	Franz Mittermayer:	TEUR 2.0
c)	Michael Amerer:	TEUR 1.3
d)	Rita Heiss:	TEUR 1.3
e)	Johannes Lang:	TEUR 1.3
f)	Jörg Sollfelner:	TEUR 1.3
g)	Ute Teufelberger:	TEUR 1.3
h)	Norbert Wechtl	TEUR 1.3
i)	Peter Weinelt:	TEUR 1.3

This remuneration is distributed to the Supervisory Board members after the end of the financial year, i.e. they will receive these payments during the 2020/21 financial year. The distribution to the Supervisory Board members in 2019/20 represented remuneration for the 2018/19 financial year.

Furthermore, the Supervisory Board members received the following compensation in kind and fringe benefits:

The members of the Supervisory Board were included in the D&O insurance policy maintained by EVN AG through their employment contracts. The related premiums are carried by the Company, respectively reimbursed by EVN AG. The employment contract defines total remuneration, and the insurance premiums are therefore not reported separately.

3.1.3 Variable remuneration components

In agreement with the Remuneration Policy, no performance-based variable remuneration components were paid to the Supervisory Board members during the 2019/20 financial year. An overview of the attendance fees approved and paid during 2019/20 is provided in Attachment 2.

3.1.4 Long-term incentive programme

There is no long-term incentive programme for the members of the Supervisory Board.

3.1.5 Agreement of total remuneration with the Remuneration Policy

The total remuneration for the members of the Supervisory Board in 2019/20 corresponded to the Remuneration Policy. The remuneration for the Supervisory Board members was market-orientated and designed to attract appropriately qualified persons for positions on this corporate body. Since the Company's business is focused on the management of investments in other entities, additional remuneration components did not provide useful results.

The Company currently has no employees. The cap defined by the Remuneration Policy for the Supervisory Board remuneration is therefore not applicable for the present time.

3.3 Information on share-based remuneration

Burgenland Holding does not have a stock option programme, and no shares were offered or granted to the Supervisory Board members.

3.4 Other information and explanations

3.4.1 Deviations from the Remuneration Policy

There were no deviations from the Remuneration Policy or the implementation procedures defined therein during the past financial year.

3.4.2 Clawback of variable remuneration components

The Company does not grant any variable remuneration components.

Attachment 1

<i>(in TEUR)</i>	Financial Year 2019/20		Financial Year 2018/19	
	Kohlhuber	Sauer	Kohlhuber	Sauer
<i>Fixed remuneration</i>				
- Annual fixed salary	4,4	4,4	4,4	4,4
- Contributions to private, fund-based pension programme				
Subtotal	4,4	4,4	4,4	4,4
<i>Variable remuneration</i>				
- Annual bonus	-	-	-	-
<i>Payments on account</i>	-	-	-	-
<i>Remaining payment previous year's bonus</i>				
Amount paid out from variable remuneration	-	-	-	-
- Performance-based LTIP	-	-	-	-
<i>Payment on account LTIP</i>	-	-	-	-
Subtotal	-	-	-	-
<i>Remuneration from subsidiaries</i>				
- Salary for managing director activities in subsidiaries*	-	-	-	-
Subtotal	-	-	-	-
<i>Other remuneration</i>				
- One-off settlement payment	-	-	-	-
Subtotal	-	-	-	-
<i>Total remuneration</i>				
- Fixed	4,4	4,4	4,4	4,4
- Variable	-	-	-	-
- Subsidiaries	-	-	-	-
- Other	-	-	-	-
Subtotal	4,4	4,4	4,4	4,4
Total	8,8		8,8	
- <i>Relative share of fixed remuneration (basic salary)</i>	100%	100%	100%	100%
- <i>Relative share of variable remuneration</i>	0%	0%	0%	0%
- <i>Change in total remuneration absolute</i>	0,0	0,0		
- <i>Change in total remuneration in per cent</i>	0,0%	0,0%		
- <i>Change in average remuneration of employees</i> <small>(Group employees Austria)</small>		0,0%		

* The Company has no subsidiaries. Furthermore, the members of the Executive Board do not receive any remuneration from the other entities in which an investment is held.

Attachment 2

Financial Year 2019/20

(in TEUR)	Szyszkowitz	Mittermayer	Amerer	Heiss	Lang	Solfelner	Teufelberger	Wechtl	Weinelt
<i>Fixed Remuneration</i>									
- Basic remuneration*	3,0	2,0	1,3	1,3	1,3	1,3	1,3	1,3	1,3
- Contributions to private, fund-based pension programme	-	-	-	-	-	-	-	-	-
Subtotal	3,0	2,0	1,3	1,3	1,3	1,3	1,3	1,3	1,3
<i>Variable remuneration</i>									
- Attendance fees**	1,0	0,8	1,0	0,8	0,8	1,0	1,0	0,8	0,2
Subtotal	1,0	0,8	1,0	0,8	0,8	1,0	1,0	0,8	0,2
<i>Remuneration from subsidiaries</i>									
- Salary for managing director activities in subsidiaries	-	-	-	-	-	-	-	-	-
Subtotal	-	-	-	-	-	-	-	-	-
<i>Other remuneration</i>									
- One-off settlement payment	-	-	-	-	-	-	-	-	-
Subtotal	-	-	-	-	-	-	-	-	-
<i>Remuneration from previous functions on corporate bodies</i>									
- Pension	-	-	-	-	-	-	-	-	-
Subtotal	-	-	-	-	-	-	-	-	-
<i>Total remuneration</i>									
- fixed	3,0	2,0	1,3	1,3	1,3	1,3	1,3	1,3	1,3
- variable	1,0	0,8	1,0	0,8	0,8	1,0	1,0	0,8	0,2
- subsidiaries	-	-	-	-	-	-	-	-	-
- other	-	-	-	-	-	-	-	-	-
- Pension (former Supervisory Board members)	-	-	-	-	-	-	-	-	-
Subtotal	4,0	2,8	2,3	2,1	2,1	2,3	2,3	2,1	1,5
Total									21,5

Financial Year 2018/19

	Szyszkowitz	Mittermayer	Amerer	Heiss	Lang	Solfelner	Teufelberger	Wechtl	Weinelt	Sawerthal
<i>Fixed remuneration</i>										
- Basic remuneration*	3,0	1,7	1,3	1,3	1,3	1,3	1,3	0,7	1,3	1,0
- Contributions to private, fund-based pension programme	-	-	-	-	-	-	-	-	-	-
Subtotal	3,0	1,7	1,3	1,3	1,3	1,3	1,3	0,7	1,3	1,0
<i>Variable remuneration</i>										
- Attendance fees**	1,0	1,0	0,8	1,0	0,8	1,0	0,4	0,8	0,8	0,2
Subtotal	1,0	1,0	0,8	1,0	0,8	1,0	0,4	0,8	0,8	0,2
<i>Remuneration from subsidiaries</i>										
- Salary for managing director activities in subsidiaries	-	-	-	-	-	-	-	-	-	-
Subtotal	-	-	-	-	-	-	-	-	-	-
<i>Other remuneration</i>										
- One-off settlement payment	-	-	-	-	-	-	-	-	-	-
Subtotal	-	-	-	-	-	-	-	-	-	-
<i>Remuneration from previous functions on corporate bodies</i>										
- Pension	-	-	-	-	-	-	-	-	-	-
Subtotal	-	-	-	-	-	-	-	-	-	-
<i>Total remuneration</i>										
- Fixed	3,0	1,7	1,3	1,3	1,3	1,3	1,3	0,7	1,3	1,0
- Variable	1,0	1,0	0,8	1,0	0,8	1,0	0,4	0,8	0,8	0,2
- Subsidiaries	-	-	-	-	-	-	-	-	-	-
- Other	-	-	-	-	-	-	-	-	-	-
- Pension (former Supervisory Board members)	-	-	-	-	-	-	-	-	-	-
Subtotal	4,0	2,7	2,1	2,3	2,1	2,3	1,7	1,5	2,1	1,2
Total										22,0

* The entitlements to fixed remuneration components which are earned by the members of the Supervisory Board in a particular financial year are paid out in the following financial year.

** The attendance fees are paid shortly after the respective meeting.