

## Remuneration report

The remuneration report of CompuGroup Medical sets out the principles for determining the remuneration of the Management Board and the Supervisory Board, and their individual amount and structure.

### Remuneration of the Management Board

The total remuneration of the members of the Management Board consists of fixed and performance-based components in addition to a long-term incentive component (stock options). In particular, the criteria for the appropriateness of remuneration are the duties of the respective member of the Management Board, his or her personal performance and the economic situation of the Company. In addition, the success and future prospects of the Company in the respective peer group are also key criteria in determining remuneration. The components of non-performance-based remuneration are a fixed salary and fringe benefits, while the performance-based remuneration components consist of variable bonus payments.

The fixed salary, basic remuneration not based on performance, is paid monthly as a salary. In addition, the members of the Management Board, except the Chief Executive Officer, receive fringe benefits in the form of remuneration in kind, which essentially consists of the use of a company car. The use of a company car is subject to taxation as it is considered a component of the Management Board member's remuneration.

Variable remuneration, which is linked to the achievement of targets arranged at an earlier date, is agreed individually with each Management Board member, including targets measured over a long-term period. Long-term targets based on organic growth and consolidated EBITA/EBITDA are used for the members of the Management Board Mr. Frank Gotthardt, Mr. Uwe Eibich, Mr. Christian B. Teig and Mr. Frank Brecher. The (quantitative and qualitative) targets on which the calculation of bonus payments is based and their weighting are geared towards sustainable corporate governance in accordance with section 87 AktG.

Loans were not granted to members of the Management Board in the reporting year. No member of the Management Board received benefits or corresponding commitments from a third party in the past financial year for his or her work as a member of the Management Board. There are no pension commitments to any of the members of the Management Board.

On March 16, 2017, the Supervisory Board of CompuGroup Medical SE appointed Mr. Frank Gotthardt as CEO for a further five year term, starting January 1, 2018 and ending December 31, 2022. In addition to a fixed annual salary of EUR 800,000, Mr. Frank Gotthardt is entitled to performance-based remuneration based on average EBITA and the average organic growth rate in the financial year and the two subsequent years (amounts shown in table below). As the contract term is limited to the end of 2022, the time period for calculating averages is curtailed from financial year 2021. In the last year of his term (financial year 2022), the amount of the bonus is also dependent on the level of recurring revenue, which must be higher in financial year 2022 than in financial year 2021. The bonus for the financial year 2022 is otherwise reduced pro rata. If Mr. Frank Gotthardt dies or becomes permanently incapacitated during the contract period, his fixed annual salary and the variable portion of his remuneration will continue to be paid for a period of three months (to his surviving dependents in the event of his death).

On March 17, 2016, the Supervisory Board of CompuGroup Medical SE appointed Mr. Christian B. Teig as CFO for a third four-year term, starting October 1, 2016 and ending September 30, 2020. In addition to a fixed annual salary of EUR 400,000, Mr. Christian B. Teig receives performance-based remuneration of up to EUR 400,000 per year, composed of two equal components worth a maximum of EUR 200,000 each per year. The first performance-based remuneration component is dependent on the achievement of performance targets that are agreed individually for each financial year. The second performance-based remuneration component is measured by average EBITA and average organic growth in the financial year and the previous period. As a non-performance-based fringe benefit, Mr. Christian B. Teig is also provided with a company car. At the Supervisory Board meeting held on March 17, 2016, the exercise period for the 375,000 stock options held by Christian B. Teig with an exercise price of EUR 5.50 per share was extended until September 30, 2020. The stock options can be exercised at any time before this date (American options) without further conditions. If Christian B. Teig becomes permanently incapacitated during the contract period, his contract ends six months after his incapacity is determined. In the event of the Company terminating his contract, Mr. Christian B. Teig receives severance of not more than EUR 1,800,000 or the amount of the total remuneration that would be payable for the remaining term of the contract after its early termination. The contract also contains a change-of-control

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clause ("Takeover disclosures in accordance with section 315(4) HGB") that allows Mr. Christian B. Teig to resign within one month to the end of the month and to receive the above severance in full in the event of a change of control.

On August 1, 2019, the Supervisory Board of CompuGroup Medical SE approved an agreement on the resignation of Mr. Christian B. Teig as a member of the Management Board of the Company and all other offices in Group companies effective August 1, 2019. As per the terms of the agreement, his Management Board contract ends effective September 30, 2020. For the time period of his leave of absence from August 2, 2019 to September 30, 2020, Mr. Christian B. Teig is still entitled (pro rata) to his fixed annual remuneration, his annual bonus, his long-term bonus and his contractually owed fringe benefits. The annual bonus and the long-term bonus for the time period from January 1, 2019 to September 30, 2020 will be assessed on the basis of target achievement of 100 %. It was agreed with Mr. Christian B. Teig that he would continue to serve the Company in an advisory capacity until September 30, 2020, though it was mutually agreed that such services will not be called on after the end of the third quarter of 2019. His claims in connection with the stock option agreement as amended on March 17, 2016 have been settled in full by way of a non-recurring payment of EUR 17,000,000 (gross). This was paid with his regular salary payment for August 2019.

On September 8, 2016, the Supervisory Board of CompuGroup Medical SE appointed Mr. Uwe Eibich as member of the Management Board for a second four-year term, starting January 1, 2017 and ending December 31, 2020. In addition to a fixed annual salary of EUR 400,000, Mr. Uwe Eibich receives performance-based remuneration of up to EUR 100,000 per year. The performance-based remuneration component is dependent on the achievement of performance targets that are agreed individually for each financial year. Furthermore, Mr. Uwe Eibich is entitled to additional performance-based remuneration over the term of his contract of up to EUR 600,000. The second performance-based remuneration component is dependent on sales revenues from business in relation to the introduction of the telematics infrastructure in Germany and on recurring revenue from other eHealth services that CGM provides on the basis of the telematics infrastructure. Mr. Uwe Eibich is also provided with a company car. If he dies or becomes permanently incapacitated during the contract period, his fixed annual salary and the variable portion of his remuneration will continue to be paid for a period of three months (to his surviving dependents in the event of his death). In the event of the Company terminating his contract, Mr. Uwe Eibich receives severance in the amount of his total pro rata remuneration owed until the end of the term of his appointment. His severance is capped at a maximum amount of EUR 600,000.

On September 30, 2019, the Supervisory Board of CompuGroup Medical SE approved Mr. Uwe Eibich's resignation from the Management Board effective December 31, 2019. His contract was terminated effective December 31, 2020. Until December 31, 2020, Mr. Uwe Eibich will continue to receive his fixed monthly remuneration as per his contract, and he will continue to be at the Company's disposal as a consultant until this date. Mr. Uwe Eibich will receive annual performance-based remuneration of EUR 100,000 for the 2020 calendar year. In addition, he will receive a payment of EUR 375,000 for the second performance-based remuneration component, less advances already paid. CGM does not intend to exercise its right to receive consulting services, hence the full anticipated expenses for this contract were recognized in profit and loss in 2019.

On September 20, 2018, the Supervisory Board of CompuGroup Medical SE appointed Mr. Frank Brecher as CPO for a second four-year term, starting April 1, 2019 and ending March 31, 2023. In addition to a fixed annual salary of EUR 400,000, Mr. Frank Brecher receives performance-based remuneration of up to EUR 200,000 per year. The performance-based remuneration component is dependent on the achievement of performance targets that are agreed individually for each financial year. Furthermore, Mr. Frank Brecher is entitled to performance-based remuneration over the term of his contract of up to EUR 300,000. This second performance-based remuneration component is based on EBITA and organic growth. Frank Brecher is also provided with a company car. If he dies or becomes permanently incapacitated during the contract period, his fixed annual salary and the variable portion of his remuneration will continue to be paid for a period of three months (to his surviving dependents in the event of his death). In the event of the Company terminating his contract, Mr. Frank Brecher receives severance in the amount of his total pro rata remuneration owed until the end of the term of his appointment. His severance is capped at a maximum amount of EUR 900,000.

At its meeting on October 2, 2018, the Supervisory Board of CompuGroup Medical SE resolved to expand the Management Board by adding two new departments, Ambulatory & Pharmacy Information Systems and Clinical & Social Care. At the same time, the Supervisory Board appointed Dr. Ralph Körfggen as the Management Board member for Ambulatory & Pharmacy Information Systems for a three-year term from November 1, 2018 until October 31, 2021. In addition to a fixed annual salary of EUR 400,000, Dr. Ralph Körfggen receives performance-based remuneration of up to EUR 400,000 per year. The performance-based remuneration component is dependent on the achievement of performance targets that are agreed individually for each financial year. Furthermore, Dr. Körfggen receives share-based remuneration in the form of real options in the amount of up to 250,000 CompuGroup shares. The 250,000 share options can only be exercised if a new contract period beyond October 31, 2023 is agreed, after which the options can be exercised until the end of the second contract term. If the exercise price for the options is set above the XETRA average rate for the time period beginning 45 calendar days before November 1, 2018 and ending 45 calendar days after November 1, 2018 (the average rate for November was set at EUR 46.12), the member of the Management Board will receive a long-term bonus in the amount of the difference between the exercise price of the options and the average XETRA price referred to above, multiplied by a factor of 250,000, if the performance targets set for the options are achieved, to be due and payable when the options are exercised. The exercise price of the real stock options is EUR 65.53

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and is subject to additional restrictions and conditions that can limit the volume of shares, adjust the exercise price and otherwise preclude Dr. Körfgen from exercising his options. In the event that Dr. Körfgen is not offered a second contract term, he is entitled to an additional bonus in the amount of a third of the value of his options as at October 31, 2021. The fair value of the share-based remuneration was EUR 16.85 per share option at the time it was granted. Dr. Körfgen is also provided with a company car. If he dies or becomes permanently incapacitated during the contract period, his fixed annual salary and the variable portion of his remuneration will continue to be paid for a period of three months (to his surviving dependents in the event of his death). In the event of the Company terminating his contract, Dr. Körfgen receives severance in the amount of his total pro rata remuneration owed until the end of the term of his appointment. His severance is capped at a maximum amount of two years' full remuneration and bonuses, or the fixed remuneration and bonus owed as at the end of the term of his contract. His contract also contains a change of control clause that allows Dr. Ralph Körfgen to terminate his employment within three months to the end of the month after a four-month time period in the event of a change of control. The commitment for benefits in the event of early termination as a member of the Management Board due to a change of control consists of severance payment in the amount of the total remuneration for the remaining contractual term. Furthermore, this entitlement is capped at a maximum amount of two years' total remuneration. In addition, his severance is capped at 150 % of the total remuneration for the remaining term of his contract, whereby the total entitlement cannot exceed total remuneration for two years. This does not include share-based remuneration.

At its meeting on October 2, 2018, the Supervisory Board appointed Mr. Hannes Reichl as the Management Board member for Clinical & Social Care for a four-year term, from November 1, 2018 to October 31, 2022. In addition to a fixed annual salary of EUR 400,000, Mr. Hannes Reichl receives performance-based remuneration of up to EUR 400,000 per year. The performance-based remuneration component is dependent on the achievement of performance targets that are agreed individually for each financial year. Furthermore, Mr. Reichl receives share-based remuneration in the form of real options for up to 250,000 CompuGroup shares. The 250,000 share options can only be exercised if a new contract period beyond October 31, 2023 is agreed, after which the options can be exercised until the end of the second contract term. If the exercise price for the options is set above the XETRA average rate for the time period beginning 45 calendar days before November 1, 2018 and ending 45 calendar days after November 1, 2018 (the average rate for November was set at EUR 46.12), the member of the Management Board will receive a long-term bonus in the amount of the difference between the exercise price of the options and the average XETRA price referred to above, multiplied by a factor of 250,000, if the performance targets set for the options are achieved, to be due and payable when the options are exercised. The exercise price of the real stock options is EUR 65.53 and is subject to additional restrictions and conditions that can limit the volume of shares, adjust the exercise price and otherwise preclude Mr. Reichl from exercising his options. In the event that Mr. Reichl is not offered a second contract term, he is entitled to an additional bonus in the amount of a third of the value of his options as at October 31, 2022. The fair value of the share-based remuneration was EUR 16.85 per share option at the time it was granted. Mr. Reichl is also provided with a company car. If he dies or becomes permanently incapacitated during the contract period, his fixed annual salary and the variable portion of his remuneration will continue to be paid for a period of three months (to his surviving dependents in the event of his death). In the event of the Company terminating his contract, Mr. Reichl receives severance in the amount of his total pro rata remuneration owed until the end of the term of his appointment. His severance is capped at a maximum amount of two years' full remuneration and bonuses, or the fixed remuneration and bonus owed as at the end of the term of his contract. His contract also contains a change of control clause that allows Mr. Hannes Reichl to terminate his employment without notice within two months of the end of a four-month time period in the event of a change of control. The commitment for benefits in the event of early termination as a member of the Management Board due to a change of control consists of severance payment in the amount of the total remuneration for the remaining contractual term. Furthermore, this entitlement is capped at a maximum amount of two years' total remuneration. In addition, his severance is capped at 150 % of the total remuneration for the remaining term of his contract, whereby the total entitlement cannot exceed total remuneration for two years. This does not include share-based remuneration.

At its meeting on March 29, 2019, the Supervisory Board appointed Mr. Michael Rauch as the Chief Financial Officer (CFO) effective August 1, 2019 for a term of three years to end as at July 31, 2022. In addition to fixed annual remuneration of EUR 425,000, Mr. Michael Rauch receives performance-based remuneration of EUR 500,000 on 100 % target achievement with a maximum amount of EUR 1,000,000 on target achievement of 200 % or more per year. The performance-based remuneration component is dependent on the achievement of performance targets that are agreed individually for each financial year. Furthermore, Mr. Reichl receives share-based remuneration in the form of options in the amount of up to 250,000 CompuGroup shares. The 250,000 share options can only be exercised if the performance targets are achieved and the waiting period until July 31, 2023 has been observed, after which the options can be exercised. The exercise price of the stock options is EUR 56.27 and is subject to additional restrictions and conditions that can limit the volume of shares, adjust the exercise price and otherwise preclude Mr. Rauch from exercising his options. In the event that Mr. Rauch is not offered a second contract term, he is entitled to an additional bonus in the amount of a third of the value of his options as at July 31, 2022. The fair value of the share-based remuneration was EUR 9.60 per share option at the time it was granted. Mr. Rauch is also provided with a company car. If he dies or becomes permanently incapacitated during the contract period, his fixed annual salary and the variable portion of his remuneration will continue to be paid for a period of three months (to his surviving dependents in the event of his death). In the event of the Company terminating his contract, Mr. Rauch receives severance in the amount of his total pro rata remuneration owed until the end of the term of his appointment. His severance is capped at a maximum amount of two years' full remuneration and bonuses, or the fixed remuneration and bonus owed as at the end of the term of his contract. His contract also contains a change of control clause that allows Mr. Michael Rauch to terminate his employment with notice of four weeks within two months of the end of a six-month time period in the event of a

change of control. The commitment for benefits in the event of early termination as a member of the Management Board due to a change of control consists of severance payment in the amount of the total remuneration for the remaining contractual term. Furthermore, this entitlement is capped at a maximum amount of two years' total remuneration. This does not include share-based remuneration.

At its meeting on June 29, 2019, the Supervisory Board appointed Dr. Eckart Pech to the new Management Board position as Director of Consumer & Health Management Information Systems effective November 1, 2019 for a term of three years to end as at October 31, 2022. In addition to fixed annual remuneration of EUR 400,000, Dr. Eckart Pech receives performance-based remuneration capped at EUR 600,000 per year, depending on the degree of target achievement. The performance-based remuneration component is dependent on the achievement of performance targets that are agreed individually for each financial year. Furthermore, Dr. Körfgen receives share-based remuneration in the form of synthetic or real options in the amount of up to 250,000 CompuGroup shares. The 250,000 options can only be exercised if the contract is renewed and it is still valid as at the time the options are exercised. The exercise price of the stock options is EUR 56.93 and is subject to additional restrictions and conditions that can limit the volume of shares, adjust the exercise price and otherwise preclude Dr. Eckart Pech from exercising his options. In the event that Dr. Eckart Pech is not offered a second contract term, he is entitled to an additional bonus in the amount of a third of the value of his options as at October 31, 2022. The fair value of the share-based remuneration was EUR 12.91 per share option at the time it was granted. Dr. Eckart Pech is also provided with a company car. If he dies or becomes permanently incapacitated during the contract period, his fixed annual salary and the variable portion of his remuneration will continue to be paid for a period of three months (to his surviving dependents in the event of his death). In the event of the Company terminating his contract, Mr. Pech receives severance in the amount of his total pro rata fixed remuneration owed until the end of the term of his appointment and 50 % of his variable remuneration. His severance is capped at a maximum amount of two years' full remuneration and bonuses, or the fixed remuneration and bonus owed as at the end of the term of his contract. His contract also contains a change of control clause that allows Dr. Eckart Pech to terminate his employment with notice of four weeks within two months of the end of a six-month time period in the event of a change of control. The claim to severance pay is based on the regulations for termination of contract by the Company. The commitment for benefits in the event of early termination as a member of the Management Board due to a change of control consists of severance payment in the amount of the total remuneration for the remaining contractual term. Furthermore, this entitlement is capped at a maximum amount of two years' total remuneration. This does not include share-based remuneration.

## Management board remuneration tables

	Frank Gotthardt CEO Member of the Management Board since September 29, 1993					
	Benefits granted				Amount received	
	2018	2019	2019 (min.)	2019 (max.)	2018	2019
Fixed remuneration	800,000	800,000	800,000	800,000	800,000	800,000
Fringe benefits	0	0	0	0	0	0
<b>Total</b>	<b>800,000</b>	<b>800,000</b>	<b>800,000</b>	<b>800,000</b>	<b>800,000</b>	<b>800,000</b>
Short-term variable remuneration	0	0	0	0	0	0
Long-term variable remuneration						
Long-term incentive (July 1, 2013 to December 31, 2017)	0	0	0	0	1,629,779	0
Long-term incentive (January 1, 2018 to December 31, 2022)	3,393,700	3,221,138	0	0	0	1,881,737
Other					0	0
<b>Total</b>	<b>4,193,700</b>	<b>4,021,138</b>	<b>800,000</b>	<b>800,000</b>	<b>2,429,779</b>	<b>2,681,737</b>
Service cost	0	0	0	0	0	0
<b>Total remuneration</b>	<b>4,193,700</b>	<b>4,021,138</b>	<b>800,000</b>	<b>800,000</b>	<b>2,429,779</b>	<b>2,681,737</b>

Frank Brecher  
CPO  
Member of the Management Board since April 1, 2015

	Benefits granted				Amount received	
	2018	2019	2019 (min.)	2019 (max.)	2018	2019
Fixed remuneration	300,000	375,000	375,000	375,000	300,000	375,000
Fringe benefits	33,539	33,539	33,539	33,539	33,539	33,539
<b>Total</b>	<b>333,539</b>	<b>408,539</b>	<b>408,539</b>	<b>408,539</b>	<b>333,539</b>	<b>408,539</b>
Short-term variable remuneration	150,000	180,612	0	200,000	95,000	167,185
Long-term variable remuneration						
Long-term incentive (April 1, 2019 to March 31, 2023)	74,475	0	0	75,000	0	57,597
Other	0	0	0	0	0	0
<b>Total</b>	<b>558,014</b>	<b>589,151</b>	<b>408,539</b>	<b>683,539</b>	<b>428,539</b>	<b>633,321</b>
Service cost	0	0	0	0	0	0
<b>Total remuneration</b>	<b>558,014</b>	<b>589,151</b>	<b>408,539</b>	<b>683,539</b>	<b>428,539</b>	<b>633,321</b>

Dr. Ralph Körfgen  
Management Board member for Ambulatory & Pharmacy Information Systems  
Member of the Management Board since November 1, 2018

	Benefits granted				Amount received	
	2018	2019	2019 (min.)	2019 (max.)	2018	2019
Fixed remuneration	66,667	400,000	400,000	400,000	66,667	400,000
Fringe benefits	3,049	13,737	13,737	13,737	3,049	13,737
<b>Total</b>	<b>69,716</b>	<b>413,737</b>	<b>413,737</b>	<b>413,737</b>	<b>69,716</b>	<b>413,737</b>
Short-term variable remuneration	50,000	347,455	0	400,000	0	50,000
Long-term variable remuneration						
Long-term incentive (November 1, 2018 to October 31, 2021)	0	0	0	0	0	0
Other	0	0	0	0	0	0
<b>Total</b>	<b>119,716</b>	<b>761,192</b>	<b>413,737</b>	<b>813,737</b>	<b>69,716</b>	<b>463,737</b>
Service cost	0	0	0	0	0	0
<b>Total remuneration</b>	<b>119,716</b>	<b>761,192</b>	<b>413,737</b>	<b>813,737</b>	<b>69,716</b>	<b>463,737</b>

Hannes Reichl  
Management Board member for Clinical & Social Care  
Member of the Management Board since November 1, 2018

	Benefits granted				Amount received	
	2018	2019	2019 (min.)	2019 (max.)	2018	2019
Fixed remuneration	66,667	400,000	400,000	400,000	66,667	400,000
Fringe benefits	2,095	12,567	12,567	12,567	2,095	12,567
<b>Total</b>	<b>68,762</b>	<b>412,567</b>	<b>412,567</b>	<b>412,567</b>	<b>68,762</b>	<b>412,567</b>
Short-term variable remuneration	50,000	324,308	0	400,000	0	54,052
Long-term variable remuneration						
Long-term incentive (November 1, 2018 to October 31, 2022)	0	0	0	0	0	0
Other	0	0	0	0	0	0
<b>Total</b>	<b>118,762</b>	<b>736,875</b>	<b>412,567</b>	<b>812,567</b>	<b>68,762</b>	<b>466,619</b>
Service cost	0	0	0	0	0	0
<b>Total remuneration</b>	<b>118,762</b>	<b>736,875</b>	<b>412,567</b>	<b>812,567</b>	<b>68,762</b>	<b>466,619</b>

Michael Rauch  
CFO  
Member of the Management Board since August 1, 2019

	Benefits granted				Amount received	
	2018	2019	2019 (min.)	2019 (max.)	2018	2019
Fixed remuneration	0	177,083	177,083	177,083	0	177,083
Fringe benefits	0	33,057	33,057	33,057	0	33,057
<b>Total</b>	<b>0</b>	<b>210,140</b>	<b>210,140</b>	<b>210,140</b>	<b>0</b>	<b>210,140</b>
Short-term variable remuneration (August 1, 2020 to December 31, 2020)	0	208,333	0	416,667	0	0
Long-term variable remuneration						
Long-term incentive (November 1, 2019 to October 31, 2022)	0	0	0	0	0	0
Other	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>418,473</b>	<b>210,140</b>	<b>626,807</b>	<b>0</b>	<b>210,140</b>
Service cost	0	0	0	0	0	0
<b>Total remuneration</b>	<b>0</b>	<b>418,473</b>	<b>210,140</b>	<b>626,807</b>	<b>0</b>	<b>210,140</b>

Dr. Eckart Pech  
Member of the Management Board, Director of Consumer and Health Management Information Systems  
Member of the Management Board since November 1, 2019

	Benefits granted				Amount received	
	2018	2019	2019 (min.)	2019 (max.)	2018	2019
Fixed remuneration	0	66,667	66,667	66,667	0	66,667
Fringe benefits	0	6,838	6,838	6,838	0	6,838
<b>Total</b>	<b>0</b>	<b>73,505</b>	<b>73,505</b>	<b>73,505</b>	<b>0</b>	<b>73,505</b>
Short-term variable remuneration	0	66,667	0	100,000	0	0
Long-term variable remuneration						
Long-term incentive (November 1, 2019 to October 31, 2022)	0	0	0	0	0	0
Other	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>140,172</b>	<b>73,505</b>	<b>173,505</b>	<b>0</b>	<b>73,505</b>
Service cost	0	0	0	0	0	0
<b>Total remuneration</b>	<b>0</b>	<b>140,172</b>	<b>73,505</b>	<b>173,505</b>	<b>0</b>	<b>73,505</b>

Uwe Eibich  
Management Board member for Telematics & eHealth Platforms  
Member of the Management Board since January 1, 2007

	Benefits granted				Amount received	
	2018	2019	2019 (min.)	2019 (max.)	2018	2019
Fixed remuneration	400,000	400,000	400,000	400,000	400,000	400,000
Fringe benefits	36,841	36,841	36,841	36,841	36,841	36,841
<b>Total</b>	<b>436,841</b>	<b>436,841</b>	<b>436,841</b>	<b>436,841</b>	<b>436,841</b>	<b>436,841</b>
Short-term variable remuneration	100,000	-398	0	100,000	70,000	100,000
Long-term variable remuneration						
Long-term incentive (January 1, 2017 to December 31, 2020)	103,717	148,083	0	375,000	25,764	25,764
Other	0	0	0	0	0	0
<b>Total</b>	<b>640,558</b>	<b>584,526</b>	<b>436,841</b>	<b>911,841</b>	<b>532,605</b>	<b>562,605</b>
Service cost	0	0	0	0	0	0
<b>Total remuneration</b>	<b>640,558</b>	<b>584,526</b>	<b>436,841</b>	<b>911,841</b>	<b>532,605</b>	<b>562,605</b>

Christian B. Teig  
CFO  
Member of the Management Board since October 1, 2008

	Benefits granted				Amount received	
	2018	2019	2019 (min.)	2019 (max.)	2018	2019
Fixed remuneration	400,000	17,468,750	400,000	400,000	400,000	17,468,750
Fringe benefits	41,274	43,341	43,341	43,341	41,274	43,341
<b>Total</b>	<b>441,274</b>	<b>17,512,091</b>	<b>443,341</b>	<b>443,341</b>	<b>441,274</b>	<b>17,512,091</b>
Short-term variable remuneration	168,966	200,000	0	200,000	150,000	169,229
Long-term variable remuneration						
Long-term incentive (October 1, 2016 to September 30, 2020)	200,000	200,000	0	200,000	173,127	200,000
Other	0	0	0	0	0	0
<b>Total</b>	<b>810,240</b>	<b>17,912,091</b>	<b>443,341</b>	<b>843,341</b>	<b>764,401</b>	<b>17,881,320</b>
Service cost	0	0	0	0	0	0
<b>Total remuneration</b>	<b>810,240</b>	<b>17,912,091</b>	<b>443,341</b>	<b>843,341</b>	<b>764,401</b>	<b>17,881,320</b>

Please refer to the notes to the consolidated financial statements for information on the remuneration of the Management Board in accordance with section 285 no. 9a HGB and section 314(1) no. 6a HGB.

### Remuneration of the Supervisory Board

The remuneration of the Supervisory Board was determined by the Annual General Meeting and is governed by Article 16 of the Articles of Association of the Company. Its remuneration is geared towards the functions and the responsibilities of the members of the Supervisory Board.

Supervisory Board remuneration is based on a fixed annual amount. In the past financial year, there were changes in the amount of remuneration of the individual members of the Supervisory Board compared to the previous year.

The chairman of the Supervisory Board receives one-and-a-half times the remuneration granted to the other members of the Supervisory Board. Accordingly, the Chairman of the Supervisory Board receives a fixed amount of EUR 90 thousand while all other members receive EUR 60 thousand each. All other expenses arising from the members' activities on the Supervisory Board are also reimbursed (notably travel expenses). This results in the following allocation for the reporting year:

### Supervisory Board remuneration 2019

	Supervisory Board compensation EUR
Dr. Esser, Klaus	90,000
Dr. Gotthardt, Daniel	60,000
Dr. Handel, Ulrike	60,000
Seifert, Thomas	60,000
Pagenkopf, Maik	60,000
Schrod, Klaus	60,000
<b>Total</b>	<b>390,000</b>

## Supervisory Board remuneration 2018

Supervisory Board compensation  
EUR

Dr. Esser, Klaus	90,000
Dr. Gotthardt, Daniel	60,000
Dr. Handel, Ulrike	60,000
Seifert, Thomas	50,000
Pagenkopf, Maik	60,000
Schrod, Klaus	60,000
<b>Total</b>	<b>380,000</b>

Additional remuneration is paid to employee representatives on the Supervisory Board for work outside the Supervisory Board on an arm's-length basis. Individual remuneration is not disclosed for reasons of materiality.