



Board Remuneration Analyser

**Transparency and competitiveness in Executive
and Supervisory Board compensation**

Your challenge

The most important aspects

The consistent and effective structuring of Executive Board compensation is becoming increasingly demanding.

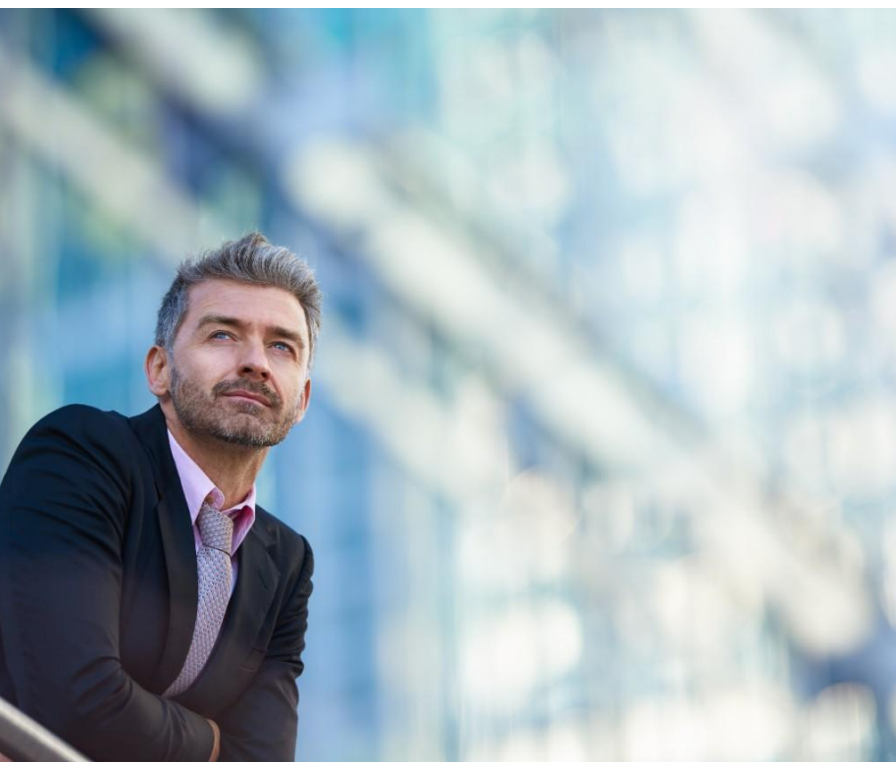
Dynamic corporate strategies, growing regulatory requirements, international competition for talent, or changing employee preferences impose new challenges for companies.

At the same time, there is no need for a complicated compensation system to meet regulatory requirements and provide a targeted, performance-oriented and long-term incentive.

Ensure compliance in Board compensation

Develop a market-driven and motivating composition of the overall package

Develop a compensation system that is comprehensible and understandable for all stakeholders





Our solution: Board Remuneration Analyser

Detailed insight into the compensation paid to Executive and Supervisory Board members of the Dax160 family.

- The tool developed by PwC for the remuneration of the Management and Supervisory Board delivers a detailed insight into the remuneration of members of the Dax family since 2017. In total, the database includes data since 2014.
- Among other factors, the amount and structure of remuneration as well as a comparison between the Executive Board or Supervisory Board and between the individual roles are considered.
- Additional information on gender distribution or compensation costs in relation to market capitalization.

Other solutions we offer:

Remuneration report in accordance with DCGK requirements

- We prepare an individual remuneration report for you
- Horizontal and vertical analysis
- Comments on market positioning and appropriateness

Individual benchmark

- Individual compensation comparison against selected peer group with the preparation of an individual results report

Compensation regulation

- We support you in mastering the diverse challenges of your regulatory obligations to ensure adequate remuneration in a legally secure manner (eg. GCGC, Stock Corporation Act)

PwC Compensation Study

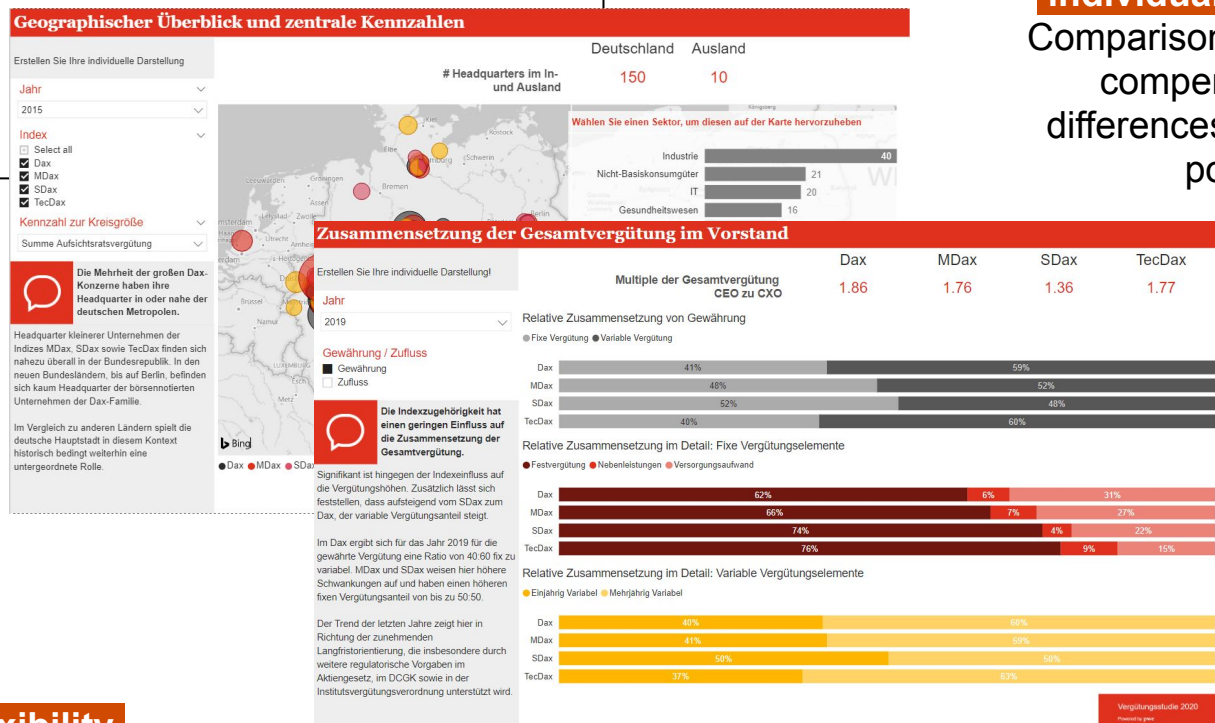
PwC's compensation study for members of the Executive and Supervisory Board is published annually and includes a detailed and dynamic presentation of many elements of Executive and Supervisory Board compensation.

Overview of the development of compensation for Management Board and Supervisory Board members

Development of remuneration 2017 to 2021

Remuneration comparison of individual roles

Comparison of the compensation differences of the positions



Flexibility

The dynamic filters allow you to adapt the analyses individually to your questions and thus perform fact-based comparisons.



Composition of the remuneration of the Management Board

Breakdown into fixed remuneration, short- and long-term variable remuneration, fringe benefits and company pension scheme



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Please contact us!



Petra Raspels - Partner – PwC GmbH WPG
petra.raspels@pwc.com



Pia Isabel Pleines-Müller - Senior Manager – PwC GmbH WPG
de_rewardconsulting@pwc.com

