

Compensation report

Compensation of the Board of Management

The structure of the compensation system and the level of compensation for the members of the Board of Management are determined by the Supervisory Board. The appropriateness of the compensation is regularly reviewed. The criteria for determining the appropriateness of the compensation for an individual Board of Management member include, in particular, his duties, his personal performance, the economic situation, and the success and sustainable growth of the LANXESS Group. Consideration is also given to compensation at comparable companies and the company's overall compensation structure, including as well the ratio between the compensation of the Board of Management and that of LANXESS's senior executives and the rest of the workforce, both overall and as a function of time. The compensation structure is also designed to be competitive in the international market for highly qualified executives and provide the motivation to successfully work toward sustainable corporate development.

The compensation system that was introduced for members of the Board of Management in 2010 was approved by the Annual Stockholders' Meeting of LANXESS AG on May 28, 2010. This compensation system was applied when concluding the service contracts with all Board of Management members.

The components of the compensation for members of the Board of Management are the annual base salary; the variable components, which are the Annual Performance Payment, the Long-Term Stock Performance Plan and the Long-Term Performance Bonus; and a retirement pension. The three variable components are linked to LANXESS's annual performance and, particularly, to its corporate success over a number of years. The average compensation mix of 31% annual base salary and 69% variable compensation components, assuming 100% target attainment, is strongly aligned with the company's performance and long-term value creation. The present service contracts for members of the Board of Management set out the annual base salary and caps on the amounts for the variable compensation components. They do not provide for a separate cap on total compensation, even taking into account a possible discretionary bonus.

Compensation Mix for Members of the Board of Management

%	
Annual base salary	31
Annual Performance Payment	35
Long-Term Stock Performance Plan	20
Long-Term Performance Bonus	14
	100

Annual base salary

The fixed compensation comprises the annual base salary and compensation in kind, the latter consisting mainly of the tax value of perquisites, such as the use of a company car. The annual base salary of the members of the Board of Management is market-oriented and in line with that paid at other comparable companies.

Variable compensation

The annual performance-based component of the variable compensation, known as the Annual Performance Payment (APP), is based on corporate business targets and other conditions, such as the attainment of certain Group EBITDA targets, which are defined by the Supervisory Board before the beginning of the respective fiscal year. In the case of 100% target attainment, the individual APP budget for 2015 for Mr. Zachert is 125% and for the other members of the Board of Management 100% of their respective annual base salaries. The maximum payment is defined on an annual basis by the Supervisory Board. For fiscal 2015 and 2016, it has been capped at 150% of the individual budgets for the members of the Board of Management - assuming 100% target attainment. Actual payments may differ from the amount calculated in advance.

The Long-Term Stock Performance Plan (LTSP) is another element of variable compensation. This compensation component is based on the performance of LANXESS stock against a reference index, the Dow Jones STOXX 600 ChemicalsSM. The LTSP responds to the call by legislators for a stronger focus on long-term company performance. The LTSP is divided into four four-year tranches. The possible payment per tranche is 30% of the individual target income, assuming 100% target attainment. The condition for participation in the LTSP is a prior personal investment each year in LANXESS shares to a value of 5% of the annual base salary. These shares are subject to an average vesting period of five years (LTSP 2010 – 2013) and four years (LTSP 2014 – 2017). The LTSP 2014 – 2017 program uses the MSCI World Chemicals Index as a new reference index. There were no further material changes compared to the LTSP 2010–2013.

For more information, particularly regarding the valuation parameters applied, please see Note [15] to the consolidated financial statements.

The personnel expenses in fiscal 2015 for share-based compensation for active members of the Board of Management were €450 thousand for Mr. Zachert (2014: €100 thousand) and €245 thousand for Dr. van Roessel (2014: €428 thousand). As in the prior year, there were no expenses for Dr. Fink or Mr. Pontzen in the current fiscal year. The personnel expenses for former

members of the Board of Management were €0 thousand for Dr. Heitmann (2014: €564 thousand), €0 thousand for Dr. Breuers (2014: €1,056 thousand) and €755 thousand for Dr. Düttmann (2014: €20 thousand).

The Long-Term Performance Bonus (LTPB), which is the third variable compensation component, is likewise aligned with long-term corporate performance. It rewards target attainment only after two successive fiscal years. The basis for calculating the LTPB is the individual APP target attainment for the fiscal years in question. The exact amount of the LTPB results from the average individual APP target attainment for the two fiscal years. Assuming an average APP target attainment of 100%, the LTPB amounts to 45% of the annual base salary. Actual payments in 2016 and 2017 may differ from the amounts calculated in advance.

Compensation of the Board of Management

€ '000	Year	Fixed compensation		Variable compensation			Payments from LTSP rights		Total	
		Annual base salary	Compensation in kind	Performance bonus ¹⁾	LTPB (multi-year)	Payment for previous years ²⁾	Total cash compensation	Number of rights		Fair values
Serving members of the Board of Management as of December 31, 2015										
Matthias Zachert	2015	1,200	66	2,250	810 ⁵⁾	–	4,326	810,000	721	5,047
	2014	900	54	1,125	406 ³⁾	–	2,485	810,000	689	3,174
Dr. Hubert Fink (as of October 1, 2015)	2015	113	14	169	76 ⁵⁾	–	372	–	–	372
	2014	–	–	–	–	–	–	–	–	–
Michael Pontzen (as of April 1, 2015)	2015	338	33	506	228 ⁵⁾	–	1,105	–	–	1,105
	2014	–	–	–	–	–	–	–	–	–
Dr. Rainier van Roessel	2015	650	49	975	439 ⁵⁾	(31)	2,082	390,000	347	2,429
	2014	650	49	673	263 ⁴⁾	–	1,635	419,250	356	1,991
Former members of the Board of Management as of December 31, 2015										
Dr. Bernhard Düttmann (until March 31, 2015)	2015	163	15	187	73 ⁵⁾	(31)	407	–	–	407
	2014	650	60	673	263 ⁴⁾	–	1,646	419,250	356	2,002
Dr. Axel C. Heitmann (until February 21, 2014)	2015	–	–	–	–	–	–	–	–	–
	2014	157	(1)	–	–	–	156	–	–	156
Dr. Werner Breuers (until August 5, 2014)	2015	–	–	–	–	–	–	–	–	–
	2014	387	34	238	–	–	659	–	–	659
Total	2015	2,464	177	4,087	1,626	(62)	8,292	1,200,000	1,068	9,360
	2014	2,744	196	2,709	932	–	6,581	1,648,500	1,401	7,982

1) Payment in 2015 and 2016, respectively
 2) Payment in 2015
 3) Payment in 2014
 4) Payment of 50% each in 2015 and 2016
 5) Payment of 50% each in 2016 and 2017

The aggregate compensation of the entire Board of Management totaled €9,360 thousand (2014: €9,982 thousand), comprising €2,641 thousand (2014: €4,940 thousand) in non-performance-related components, €5,651 thousand (2014: €3,641 thousand) in performance-related components and €1,068 thousand (2014: €1,401 thousand) in components with a long-term incentive effect. In 2014, Mr. Zachert received a one-time payment of €2,000 thousand in partial recompense for the variable compensation for several years originally agreed under his previous employment contract but not paid out because of his move to LANXESS AG. His total compensation therefore amounted to €5,174 thousand in 2014. The table shows the total compensation of the other members of the Board of Management.

Retirement pensions

On termination of their service contracts, the members of the Board of Management receive benefits under the company pension plan. These benefits are paid when the beneficiary reaches age 60 or if the beneficiary is permanently unable to work. They are paid to surviving dependents in the event of the beneficiary's death.

The pension plan for the members of the Board of Management is a defined contribution plan stipulating a basic contribution to be made by the company equal to 25% of the annual base salary and APP. The maximum amount taken into account for calculating the APP contribution is that due on 100% target attainment, irrespective of the actual target attainment. Moreover, the members of the Board of Management must themselves pay an amount from deferred compensation amounting to 12.5% of the APP. The members of the Board of Management may increase their personal contribution to up to 25% of the APP. From the date of entitlement, up to 30% of the accumulated capital – including the interest thereon – may be converted to a pension benefit. There are claims arising from provisions in place before 2006 that are granted as vested rights to individual members of the Board of Management. If the service contract ends before the beneficiary reaches the age of 60, the company pays certain additional benefits up to a defined ceiling.

LANXESS has established provisions for the future claims of Board of Management members. The total service cost recognized under IFRS accounting rules in the 2015 consolidated financial statements for this purpose was €1,640 thousand (2014: €2,496 thousand). The present value of the obligations for the members of the Board of Management serving as of December 31, 2015, was €11,903 thousand (2014: €9,994 thousand). Under IFRS accounting principles, the service cost for pension entitlements earned in 2015 and the present value of the obligations, including acquired rights, as of December 31, 2015, amounted to, respectively, €597 thousand and €2,716 thousand (2014: €1,574 thousand and €1,993 thousand) for Mr. Zachert, €43 thousand and €2,322 thousand for Dr. Fink, €432 thousand and €1,018 thousand for Mr. Pontzen, and €151 thousand and €5,847 thousand (2014: €148 thousand and €5,906 thousand) for Dr. van Roessel. The service cost for Dr. Düttmann for his service on the Board of Management in 2015 came to €417 thousand.

The net expense for pension entitlements recognized under HGB accounting rules in the 2015 annual financial statements for this purpose was €2,628 thousand (2014: €109 thousand). This amount includes expenses in connection with pension entitlements for Dr. Düttmann of €295 thousand. The present value of the obligations for the members of the Board of Management serving as of December 31, 2015, was €10,307 thousand (2014: €7,787 thousand). Under HGB accounting rules, the present value of the obligations, including vested rights, for the members of the Board of Management serving as of December 31, 2015, amounted to, respectively, €2,237 thousand for Mr. Zachert (2014: €1,287 thousand), €1,927 thousand for Dr. Fink, €802 thousand for Mr. Pontzen and €5,341 thousand for Dr. van Roessel (2014: €4,856 thousand).

As of December 31, 2015, obligations to former members of the Board of Management totaled €30,318 thousand (2014: €27,921 thousand) under IFRS accounting rules and €26,682 thousand (2014: €21,215 thousand) under HGB accounting rules. In 2015, this total contained obligations to Dr. Düttmann for the first time.

Benefits associated with and following termination of service on the Board of Management

The members of the Board of Management have indemnification rights should their service contracts be terminated for defined reasons at the instigation of the company or in the event of a material change of control over the company. The terms depend on the respective circumstances and include severance payments amounting to up to two times the annual base salary or, in the event of a change of control, three times the annual base salary, plus the APP and LTPB assuming 100% target achievement and compensation pro rata temporis of LTSP rights. On the basis of agreements existing with Dr. Fink and Mr. Pontzen, the calculation of severance payments to be made in the event of early termination of their service contracts does not include the LTPB and LTSP variable compensation components.

No additional benefits have been pledged to any member of the Board of Management in the event of termination of their service.

Dr. Düttmann resigned from the Board of Management by mutual agreement effective March 31, 2015, and left the company. Up to this time, the contractually agreed benefits were granted and paid, including the variable compensation for fiscal 2015 that had already been earned. At that time, existing LTSP rights were evaluated at €1.00 per right and compensation paid pro rata, depending on the length of the vesting period that had already elapsed. This resulted in an entitlement of €857 thousand. In addition, Dr. Düttmann was granted a severance payment of €3,380 thousand comprising two times the target income, which was the annual base salary plus the APP and LTPB assuming 100% target attainment.

In the prior year, Dr. Heitmann resigned from the Board of Management by mutual agreement effective February 21, 2014, and left the company. Up to this time, the contractually agreed benefits were granted and paid, including the variable compensation for fiscal 2013 that had already been earned. Dr. Heitmann waived further claims, i.e. to variable compensation (APP and LTPB) pro rata, compensation for existing LTSP rights or other severance payments.

Dr. Breuers left the company on expiration of his service contract effective May 31, 2015. He had already resigned from the Board of Management effective August 5, 2014. The contractually agreed terms of his compensation remained applicable until he left the company. At that time, existing LTSP rights were evaluated at €1.00 per right and compensation paid pro rata, depending on the length of the vesting period that had already elapsed. This resulted in an entitlement of €729 thousand in 2014. In addition, Dr. Breuers was granted and paid a severance payment of €1,690 thousand comprising a target income, which was the annual base salary plus the APP and LTPB assuming 100% target attainment.

In 2015, compensation of former members of the Board of Management totaled €3,673 thousand (2014: €1,983 thousand).

Other benefits

In 2015, no member of the Board of Management received benefits or assurances of benefits from third parties in respect of their duties as members of the Board of Management.

No loans were granted to members of the Board of Management in fiscal 2015.

Individual compensation in line with the recommendations of the German Corporate Governance Code

The following tables list the compensation, additional benefits and allocations (payments) for 2014 and 2015, in line with the recommendations of the German Corporate Governance Code. The variable compensation components differ depending on the reference period. The amounts of compensation shown also include the maximum and minimum attainable compensation.

Compensation Granted (Serving Members of the Board of Management as of December 31, 2015)

€ '000	Target value 2014	Matthias Zachert Chairman of the Board of Management Appointed April 1, 2014			Target value 2014	Dr. Hubert Fink Member of the Board of Management Appointed October 1, 2015		
		Target value 2015	2015 (min.)	2015 (max.)		Target value 2015	2015 (min.)	2015 (max.)
Annual base salary	900	1,200	1,200	1,200	-	113	113	113
Compensation in kind	54	66	66	66	-	14	14	14
Total	954	1,266	1,266	1,266	-	127	127	127
Annual Performance Payment (APP)	1,125	1,500	0	2,250	-	113	0	169
Multi-year variable compensation	1,365	1,261	0	2,430	-	152	0	228
LTPB (tranche 2013–2014)	203	-	-	-	-	-	-	-
LTPB (tranche 2014–2015)	473	-	-	-	-	25	0	38
LTPB (tranche 2015–2016)	-	540	0	810	-	127	0	190
LTSP 2014–2017 (tranche 2014)	689	-	-	-	-	-	-	-
LTSP 2014–2017 (tranche 2015)	-	721	0	1,620	-	-	-	-
Total	3,444	4,027	1,266	5,946	-	392	127	524
Service cost	1,574	597	597	597	-	43	43	43
Total compensation¹⁾	5,018	4,624	1,863	6,543	-	435	170	567

1) In 2014, Mr. Zachert also received a one-time payment of €2,000 thousand in partial recompense for the multi-year variable compensation originally agreed under his previous employment contract but not paid out because of his move to LANXESS AG.

Compensation Granted (Serving Members of the Board of Management as of December 31, 2015)

€ '000	Target value 2014	Michael Pontzen Chief Financial Officer Appointed April 1, 2015			Target value 2014	Dr. Rainier van Roessel Member of the Board of Management Appointed January 1, 2007		
		Target value 2015	2015 (min.)	2015 (max.)		Target value 2015	2015 (min.)	2015 (max.)
Annual base salary	-	338	338	338	650	650	650	650
Compensation in kind	-	33	33	33	49	49	49	49
Total	-	371	371	371	699	699	699	699
Annual Performance Payment (APP)	-	338	0	506	748	650	0	975
Multi-year variable compensation	-	253	0	380	649	640	0	1,219
LTPB (tranche 2013–2014)	-	-	-	-	-	-	-	-
LTPB (tranche 2014–2015)	-	76	0	114	293	-	-	-
LTPB (tranche 2015–2016)	-	177	0	266	-	293	0	439
LTSP 2014–2017 (tranche 2014)	-	-	-	-	356	-	-	-
LTSP 2014–2017 (tranche 2015)	-	-	-	-	-	347	0	780
Total	-	962	371	1,257	2,096	1,989	699	2,893
Service cost	-	432	432	432	148	151	151	151
Total compensation	-	1,394	803	1,689	2,244	2,140	850	3,044

Allocations (Serving Members of the Board of Management as of December 31, 2015)

€ '000	Matthias Zachert Chairman of the Board of Management Appointed April 1, 2014		Dr. Hubert Fink Member of the Board of Management Appointed October 1, 2015	
	2014	2015	2014	2015
Annual base salary	900	1,200	-	113
Compensation in kind	54	66	-	14
Total	954	1,266	-	127
Annual Performance Payment (APP)	1,125	2,250	-	169
Multi-year variable compensation	406	405	-	38
LTPB (tranche 2013–2014)	203	-	-	-
LTPB (tranche 2014–2015)	203	405	-	38
LTPB (tranche 2015–2016)	-	-	-	-
LTSP 2010–2013 (tranche 2010)	-	-	-	-
LTSP 2010–2013 (tranche 2011)	-	-	-	-
Total	2,485	3,921	-	334
Service cost	1,574	597	-	43
Total compensation¹⁾	4,059	4,518	-	377

1) In 2014, Mr. Zachert also received a one-time payment of €2,000 thousand in partial recompense for the multi-year variable compensation originally agreed under his previous employment contract but not paid out because of his move to LANXESS AG.

Allocations (Serving Members of the Board of Management as of December 31, 2015)

€ '000	Michael Pontzen Chief Financial Officer Appointed April 1, 2015		Dr. Rainier van Roessel Member of the Board of Management Appointed January 1, 2007	
	2014	2015	2014	2015
Annual base salary	-	338	650	650
Compensation in kind	-	33	49	49
Total	-	371	699	699
Annual Performance Payment (APP)	-	506	673	953
Multi-year variable compensation	-	114	825	343
LTPB (tranche 2013–2014)	-	-	212	(4)
LTPB (tranche 2014–2015)	-	114	-	347
LTPB (tranche 2015–2016)	-	-	-	-
LTSP 2010–2013 (tranche 2010)	-	-	613	-
LTSP 2010–2013 (tranche 2011)	-	-	-	-
Total	-	991	2,197	1,995
Service cost	-	432	148	151
Total compensation	-	1,423	2,345	2,146

Compensation Granted (Former Members of the Board of Management as of December 31, 2015)

€ '000	Dr. Bernhard Düttmann Chief Financial Officer Resigned March 31, 2015				Dr. Axel C. Heitmann Chairman of the Board of Management Resigned February 21, 2014				Dr. Werner Breuers Member of the Board of Management Resigned August 5, 2014			
	Target value 2014	Target value 2015	2015 (min.)	2015 (max.)	Target value 2014	Target value 2015	2015 (min.)	2015 (max.)	Target value 2014	Target value 2015	2015 (min.)	2015 (max.)
Annual base salary	650	163	163	163	157	–	–	–	387	–	–	–
Compensation in kind	60	15	15	15	(1) ¹⁾	–	–	–	34	–	–	–
Total	710	178	178	178	156	–	–	–	421	–	–	–
Annual Performance Payment (APP)	748	187	0	280	–	–	–	–	445	–	–	–
Multi-year variable compensation	649	37	0	55	–	–	–	–	87	–	–	–
LTPB (tranche 2013–2014)	–	–	–	–	–	–	–	–	–	–	–	–
LTPB (tranche 2014–2015)	293	–	–	–	–	–	–	–	87	–	–	–
LTPB (tranche 2015–2016)	–	37	0	55	–	–	–	–	–	–	–	–
LTSP 2014–2017 (tranche 2014)	356	–	–	–	–	–	–	–	–	–	–	–
LTSP 2014–2017 (tranche 2015)	–	–	–	–	–	–	–	–	–	–	–	–
Total	2,107	402	178	513	156	–	–	–	953	–	–	–
Service cost	254	417	417	417	366	–	–	–	154	–	–	–
Total compensation	2,361	819	595	930	522	–	–	–	1,107	–	–	–

1) Including correction for prior year

Allocations (Former Members of the Board of Management as of December 31, 2015)

€ '000	Dr. Bernhard Düttmann Chief Financial Officer Resigned March 31, 2015		Dr. Axel C. Heitmann Chairman of the Board of Management Resigned February 21, 2014		Dr. Werner Breuers Member of the Board of Management Resigned August 5, 2014	
	2014	2015	2014	2015	2014	2015
Annual base salary	650	163	157	–	387	–
Compensation in kind	60	15	(1) ¹⁾	–	34	–
Total	710	178	156	–	421	–
Annual Performance Payment (APP)	673	165	–	–	238	–
Multi-year variable compensation	212	1,054	1,064	–	693	729
LTPB (tranche 2013–2014)	212	(4)	–	–	80	–
LTPB (tranche 2014–2015)	–	164	–	–	–	–
LTPB (tranche 2015–2016)	–	37	–	–	–	–
LTSP 2010–2013 (tranche 2010)	–	–	1,064	–	613	–
LTSP 2010–2013 (tranche 2011)	–	305	–	–	–	272
LTSP 2010–2013 (tranche 2012)	–	255	–	–	–	269
LTSP 2010–2013 (tranche 2013)	–	175	–	–	–	188
LTSP 2014–2017 (tranche 2015)	–	122	–	–	–	–
Total	1,595	1,397	1,220	–	1,352	729
Service cost	254	417	366	–	154	–
Total compensation	1,849	1,814	1,586	–	1,506	729

1) Including correction for prior year

Compensation of the Supervisory Board

The compensation of the Supervisory Board is governed by Section 12 of the company's articles of association. The members of the Supervisory Board of LANXESS AG receive fixed compensation of €80 thousand per year. The Chairman of the Supervisory Board receives three times, and the Vice Chairman one and a half times, this amount. Serving as the chair or a member of Supervisory Board committees is compensated separately in accordance with the German Corporate Governance Code. Supervisory Board members who belong to a committee receive one half of the fixed compensation amount in addition. The chair of the Audit Committee receives a further half. Supervisory Board members who chair a committee other than the Audit Committee receive a further quarter. However, no member may receive in total more than three times the fixed compensation amount.

Supervisory Board members are reimbursed for their expenses in addition and also receive an attendance allowance of €1.5 thousand for each Supervisory Board meeting and each committee meeting they attend, with the exception of meetings of the Committee formed pursuant to Section 27, Paragraph 3 of the German Codetermination Act and meetings of the Nominations Committee. With respect to their membership on the supervisory boards of LANXESS Group companies, the members of the Supervisory Board are remunerated only for their service on the Supervisory Board of LANXESS Deutschland GmbH in the amount of €5 thousand each.

The Supervisory Board members also receive a long-term incentive based on the company's performance during the standard term of an individual's membership on the Supervisory Board (five years). Unlike the fixed compensation component, this variable compensation component is not paid every year, but only once at the end of the standard term of office. If a Supervisory Board member serves a shorter term, the amount is prorated.

Payment of the variable compensation depends on how LANXESS's stock performs relative to the Dow Jones STOXX 600 ChemicalsSM index during a member's five-year term. The average price of LANXESS stock and the average level of the index during the 90 trading days prior to the Annual Stockholders' Meeting at which the Supervisory Board members were elected are each compared with the respective average for the 90 trading days prior to the Annual Stockholders' Meeting at the conclusion of which the members' terms end. The variable compensation is only payable if the stock has outperformed the benchmark index. The exact amount of the variable compensation depends on the extent to which the stock price outperformed the benchmark index in the preceding five years. If LANXESS stock has outperformed the Dow Jones STOXX 600 ChemicalsSM by up to ten percentage points, the variable compensation amounts to €50 thousand for this five-year period; if it has outperformed the index by between 10 and 20 percentage points, €100 thousand is paid, and if the degree of outperformance is greater than this, the compensation is €150 thousand.

The terms of office of eleven Supervisory Board members came to an end with the conclusion of the Annual Stockholders' Meeting on May 13, 2015. The variable compensation was not paid out because LANXESS stock had underperformed the benchmark index. The expected compensation payable for the current terms of office of Supervisory Board members was valued at €1,200 thousand (2014: €0 thousand) as of December 31, 2015, and recognized as a provision.

None of the members of the Supervisory Board received benefits for services provided personally during the reporting period. No loans or advances were granted to members of the Supervisory Board during the reporting year.

The following table breaks down the compensation received by each member of the Supervisory Board for their work on the Supervisory Board in fiscal 2015.

Compensation of the Supervisory Board¹⁾

€	Year	Fixed compensation LANXESS AG	Compensation as committee member LANXESS AG	Attendance allowance	Fixed compensation LANXESS Deutschland GmbH	Total
Dr. Rolf Stomberg, Chairman	2015	240,000	–	21,000	5,000	266,000
	2014	240,000	–	22,500	5,000	267,500
Ulrich Freese, Vice Chairman (resigned May 13, 2015)	2015	43,726	14,575	7,500	1,822	67,623
	2014	120,000	40,000	21,000	5,000	186,000
Gisela Seidel, Vice Chairwoman (effective May 13, 2015)	2015	105,753	40,000	21,000	5,000	171,753
	2014	80,000	40,000	22,500	5,000	147,500
Axel Berndt (resigned May 13, 2015)	2015	29,151	14,575	7,500	1,822	53,048
	2014	80,000	40,000	18,000	5,000	143,000
Werner Czaplík (appointed May 13, 2015)	2015	51,068	25,534	10,500	3,192	90,294
	2014	–	–	–	–	–
Dr. Rudolf Fauss (resigned June 30, 2014)	2015	–	–	–	–	–
	2014	40,000	20,000	10,500	2,500	73,000
Dr. Hans-Dieter Gerriets (appointed July 1, 2014)	2015	80,000	40,000	18,000	5,000	143,000
	2014	40,000	20,000	7,500	2,500	70,000
Dr. Friedrich Janssen	2015	80,000	94,575	21,000	5,000	200,575
	2014	80,000	120,000	27,000	5,000	232,000
Robert J. Koehler (resigned May 13, 2015)	2015	29,151	14,575	3,000	1,822	48,548
	2014	80,000	40,000	21,000	5,000	146,000
Rainer Laufs (resigned May 13, 2015)	2015	29,151	14,575	7,500	1,822	53,048
	2014	80,000	40,000	18,000	5,000	143,000
Thomas Meiers	2015	80,000	40,000	18,000	5,000	143,000
	2014	80,000	40,000	18,000	5,000	143,000
Claudia Nemat	2015	80,000	25,534	13,500	5,000	124,034
	2014	80,000	–	9,000	5,000	94,000
Lawrence A. Rosen (appointed May 13, 2015)	2015	51,068	25,534	6,000	3,192	85,794
	2014	–	–	–	–	–
Hans-Jürgen Schicker (resigned June 30, 2015)	2015	39,671	19,836	9,000	2,479	70,986
	2014	80,000	40,000	22,500	5,000	147,500
Ralf Sikorski (appointed May 13, 2015)	2015	51,068	25,534	13,500	3,192	93,294
	2014	–	–	–	–	–
Manuela Strauch (appointed July 1, 2015)	2015	40,329	20,164	13,500	2,521	76,514
	2014	–	–	–	–	–
Theo H. Walthie	2015	80,000	40,000	21,000	5,000	146,000
	2014	80,000	40,000	18,000	5,000	143,000
Dr. Matthias L. Wolfgruber (appointed May 13, 2015)	2015	51,068	25,534	9,000	3,192	88,794
	2014	–	–	–	–	–
Total	2015	1,161,204	480,545	220,500	60,056	1,922,305
	2014	1,160,000	480,000	235,500	60,000	1,935,500

1) Figures exclude value-added tax