

COMPENSATION REPORT

This compensation report complies with statutory requirements and the recommendations of the German Corporate Governance Code. It describes and explains in detail the compensation system for the Board of Management and Supervisory Board of LANXESS AG and the compensation of the individual members of the Board of Management and Supervisory Board. For LANXESS, transparent and understandable reporting on these topics is a key element of good corporate governance.

Compensation of the Board of Management

Compensation system

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, after preparation by the Presidial Committee. The appropriateness of the compensation is regularly reviewed by an external personnel consulting company. Such a review was conducted again in fiscal year 2019. In this review, the compensation of the Board of Management was compared with that of the companies listed in the MDAX and with that of a group of selected chemicals companies¹⁾. 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. In addition, consideration is also given to compensation at comparable companies and the company's overall compensation structure with regard to 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 in terms of time.

1) The reference group comprises the following companies: AkzoNobel, Beiersdorf, Clariant, Covestro, Evonik, Henkel, K+S, Linde, Lonza, Merck, Royal DSM, Solvay, Symrise, Wacker Chemie.

The aim of the compensation system is to support successful and sustainable corporate governance. LANXESS's compensation structure is therefore designed to provide the motivation to successfully work toward sustainable corporate development. Two of the three variable components are measured according to corporate performance over several years, and thus set long-term incentives. Because one of these multi-year compensation components measures stock price development, the management's objectives are aligned with the direct interests of the shareholders.

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, with a majority of 99.10% of the capital represented.

Components of the compensation system

The components of the compensation for members of the Board of Management are the base salary; the short-term and long-term variable components, which are the Annual Performance Payment (APP), the Long-Term Stock Performance Plan (LTSP) and the Long-Term Performance Bonus (LTPB); and a retirement pension. The three variable components APP, LTSP and LTPB are linked to LANXESS's annual performance and performance over a number of years and thus reward the sustainable, value-oriented development of the company. The average compensation mix of 32% annual base salary and 68% variable compensation components, assuming 100% target attainment, is strongly aligned with the company's performance and long-term value creation.

In order to give Board of Management compensation a more long-term basis and to meet the expected requirements of the legislative procedure regarding the Second Shareholder Rights Directive Implementation Act (ARUG II), which was still ongoing at the time, and to comply with certain recommendations of the proposed new version of the GCGC, the Supervisory Board adjusted the Board of Management members' service contracts in fiscal year 2019 with retroactive effect as of January 1, 2019. The following changes were made:

- › The total compensation for the members of the Board of Management was capped.
- › The size of the contributions to the company pension plan and the size of compensation in kind were capped to a certain percentage of the annual base salary.
- › The Supervisory Board's granting of an ad hoc discretionary bonus to recognize special achievements or to create an additional performance incentive was limited to a maximum amount.
- › The LTPB was altered to assess target attainment over three consecutive fiscal years instead of two.
- › The Supervisory Board reserves the right to withhold or reclaim ("claw-back") the granted variable compensation in full or in part in the event of grave dereliction of duty.

Now that the legislative procedure regarding ARUG II has been concluded and on the basis of the new version of the GCGC of December 16, 2019, published in this context but not yet in force, the Supervisory Board will revise the compensation system over the course of 2020

and present it for the approval of the 2021 Annual Stockholders' Meeting in accordance with the requirements of ARUG II ("say on pay").

Fixed compensation

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 the above-mentioned reference group. It is paid each month pro rata as salary.

Variable compensation

Annual Performance Payment (APP)

The annual performance-related component of variable compensation is the Annual Performance Payment. It is based on corporate business targets, such as attainment of predefined targets for the LANXESS Group's EBITDA pre exceptionals, and applies in identical form for most non-managerial and managerial staff around the world. In the case of 100% target attainment, the individual APP budget for fiscal year 2019 for Mr. Zachert is 125% and for the other members of the Board of Management 100% of their respective annual base salaries. The target and threshold values applicable to the payment level are set each year by the Supervisory Board before the start of a new fiscal year. There is no payment of a minimum amount. For fiscal year 2019, the maximum payment is

capped at 200% of the individual budget in line with the caps applied for non-managerial and managerial staff. If targets are missed to a considerable degree, it is possible that no APP payment (0%) will be made. In addition, the Supervisory Board reserves the right to reduce the APP in the event of serious occupational safety and/or environmental problems.

Long-Term Stock Plan (LTSP)

The Long-Term Stock Performance Plan over several years is another element of variable compensation. This stock-based compensation component is based on the performance of LANXESS stock against a reference index. This reference index is the MSCI World Chemicals Index, which was first used as a basis for the LTSP 2014–2017 established in 2014.

The LTSP 2018–2021, in place since 2018, is divided into four four-year tranches. The rights granted are exercised immediately at the end of the four-year vesting period. Assuming 100% target attainment, the LTSP programs provide for a possible payment per tranche of 30% of the individual target income. The maximum payment is 60% of the individual target income if the average performance of the stock relative to the reference index is 115%. The payment can be canceled if the stock performance relative to the index is less than 100%, and must be canceled if it is less than 85%. The individual target income is the fixed annual base salary plus the APP on the basis of 100% target attainment.

In parallel with the introduction of the LTSP 2018–2021, the Share Ownership Guideline (SOG) was established in 2018. Continuously over a period of four years, the members of the Board of Management are obliged to verifiably acquire and a minimum amount of shares in LANXESS AG and hold them until the end of their service contract (SOG target). The amount is reviewed annually. The SOG target is 150% of annual base salary for the Chairman of the Board of Management and 100% of annual base salary for the other members of the Board of Management. The number of shares to be acquired is calculated on the basis of the average price of the LANXESS share over the last ten trading days and the first ten trading days of the current year.

The condition for participation in LTSP 2014–2017 and earlier LTSP programs was a prior personal investment each year in LANXESS shares of 5% of the annual base salary. These shares have a lock-up period of four years (LTSP 2014–2017). The rights granted by the LTSP may be exercised at the end of the four-year vesting period. The exercise period is three years in general, but five years for the 2012 and 2013 tranches, which are the only outstanding tranches from earlier programs (LTSP 2010–2013).

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

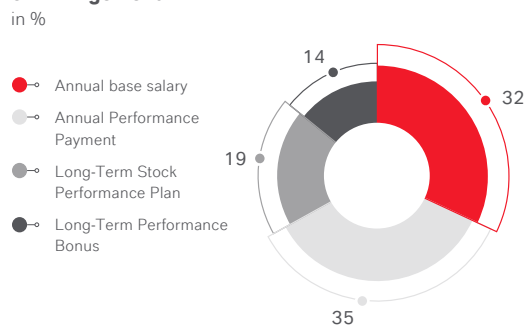
For fiscal year 2019, the share-based compensation resulted in an expense of €2,143 thousand for Mr. Zachert (previous year: €58 thousand), expense of €57 thousand for Dr. Borkowsky (previous year: €0 thousand), expense of €644 thousand for Dr. Fink (previous year: income of €113 thousand), expense of €644 thousand for Mr. Pontzen (previous year: income of €113 thousand) and an expense of €1,030 thousand for Dr. van Roessel (previous year: €87 thousand).

Long-Term Performance Bonus (LTPB)

The Long-Term Performance Bonus, which is the third variable component, is likewise aligned with long-term corporate performance. It rewards target attainment only after three consecutive 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 three fiscal years. The LTPB for the Board of Management is set by the Supervisory Board and amounts to 45% of fixed annual compensation in the event of average APP target attainment of 100%.

The individual components of the compensation system break down as follows:

Compensation Mix for Members of the Board of Management



The following table shows the total compensation of the Board of Management for fiscal year 2019:

Compensation of the Board of Management

€ thousand	Year	Fixed compensation		Variable compensation			Total cash compensation	Payments from LTSP rights Fair values	Total
		Annual base salary	Compensation in kind	Performance bonus ⁴⁾	LTPB (multi-year)	Payment for previous years			
Matthias Zachert	2019	1,313	79	1,553	1,132 ²⁾	(15) ³⁾	4,062	810	4,872
	2018	1,200	757	1,950	702 ¹⁾	–	4,609	810	5,419
Dr. Anno Borkowsky (since June 1, 2019)	2019	292	29	268	121 ²⁾	–	710	175	885
	2018	–	–	–	–	–	–	–	–
Dr. Hubert Fink	2019	550	53	506	443 ²⁾	(6) ³⁾	1,546	330	1,876
	2018	550	53	715	322 ¹⁾	–	1,640	330	1,970
Michael Pontzen	2019	550	50	506	443 ²⁾	(6) ³⁾	1,543	330	1,873
	2018	550	187	715	322 ¹⁾	–	1,774	330	2,104
Dr. Rainier van Roessel (until December 31, 2019)	2019	650	52	650	549 ²⁾	(7) ³⁾	1,894	390	2,284
	2018	650	51	845	380 ¹⁾	–	1,926	390	2,316
Former Board member									
Stephen C. Forsyth (until May 31, 2018)	2019	–	–	–	–	–	–	–	–
	2018	188	–	186	–	–	374	–	374
Total	2019	3,355	263	3,483	2,688	(34)	9,755	2,035	11,790
	2018	3,138	1,048	4,411	1,726	–	10,323	1,860	12,183

1) Payment in 2019 and 2020, respectively. 2) Payment in 2020, 2021 and 2022, respectively. Also takes into account the alteration to assess LTPB target attainment over three consecutive fiscal years instead of two. 3) Payment in 2019, 2020 and 2021, respectively. 4) Payment in 2019 and 2020, respectively.

The aggregate compensation for the Board of Management was €11,790 thousand (previous year: €12,183 thousand), comprising €3,618 thousand (previous year: €4,186 thousand) in non-performance-related components, €6,137 thousand (previous year: €6,137 thousand) in performance-related components and €2,035 thousand (previous year: €1,860 thousand)

in components with a long-term incentive effect. In fiscal year 2019, the performance-related components were based on the EBITDA pre exceptionals achieved of €1,019 million and the resulting APP target attainment of 92%. APP target attainment would have been 100% for fiscal year 2019 if EBITDA pre exceptionals had been €1,045 million. In the context of the LTSP, a

total of 2,035,000 rights were granted to the members of the Board of Management (previous year: 1,860,000). Regarding the fair value per right of the individual tranches on the reporting date, please see [Note \[15\]](#) to the consolidated financial statements.

In the previous fiscal year 2018, the comparatively high compensation in kind for Mr. Zachert and Mr. Pontzen resulted from the security measures in their homes approved by the Supervisory Board of LANXESS AG.

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 the age of 60 or 62 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 50% or 56.25% of the annual base salary. 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. Regardless of actual target attainment, the contribution is calculated on the basis of 100% target attainment. The sum of the contributions is capped. 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 or 62, 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 service costs recognized under IFRS accounting rules for this purpose, the net expense recognized under HGB accounting rules for this purpose and the present value of the obligations under IFRS and HGB accounting rules can be found in the following table:

Pension Claims

	Year	IFRS		HGB	
		Service costs	Present value of the obligations	Net expense for pension entitlements	Present value of the obligations
€ thousand					
Matthias Zachert	2019	759	7,894	1,122	6,207
	2018	749	6,251	979	5,085
Dr. Anno Borkowsky	2019	56	2,548	2,029	2,029
	2018	–	–	–	–
Dr. Hubert Fink	2019	308	5,229	815	4,121
	2018	311	4,058	639	3,306
Michael Pontzen	2019	318	2,898	367	2,135
	2018	323	2,298	346	1,768
Dr. Rainier van Roessel (until December 31, 2019)	2019	158	8,330	761	7,460
	2018	158	7,370	617	6,699
Total	2019	1,599	26,899	5,094	21,952
	2018	1,541	19,977	2,581	16,858

As of December 31, 2019, obligations to former members of the Board of Management totaled €34,629 thousand (previous year: €35,261 thousand) under IFRS accounting rules and €27,904 thousand (previous year: €30,089 thousand) under HGB accounting rules.

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 twice the annual base salary or, in the event of a change of control, three times the annual base salary, plus the APP and LTPB. In the event of departure, LTSP rights are compensated in accordance with the terms and conditions of the plan.

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

Payments totaling €7,070 thousand (previous year: €473 thousand) were made to former members of the Board of Management in fiscal year 2019, of which €6,459 thousand (previous year: €0 thousand) related to one-time capital payments.

Other

Dr. Rainier van Roessel left the Board of Management as planned on December 31, 2019, and retired at the end of the year. For fiscal year 2019, target attainment of 100% was set for the performance-related variable compensation components APP and LTPB. The payments for APP and LTPB will be made on the usual payment dates. In deviation from the terms of the program, the 2012 and 2013 tranches of the LTSP 2010 to 2013 and the 2016

and 2017 tranches of the LTSP 2014 to 2017 will not be settled. Instead, Dr. van Roessel can continue to exercise them. In accordance with the terms of the program, the rights from the 2018 and 2019 tranches of the LTSP 2018 to 2021 are unchanged after termination of the service contract and will be paid out on maturity according to the actual performance determined at that time.

In the past fiscal year, no member of the Board of Management received substantial benefits or assurances of benefits from third parties with respect to their duties as members of the Board of Management.

No loans were granted to members of the Board of Management in fiscal year 2019.

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 2018 and 2019, 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

€ thousand	Matthias Zachert Chairman of the Board of Management				Dr. Anno Borkowsky Member of the Board of Management Appointed June 1, 2019				Dr. Hubert Fink Member of the Board of Management			
	Target value 2018	Target value 2019	2019 (min.)	2019 (max.)	Target value 2018	Target value 2019	2019 (min.)	2019 (max.)	Target value 2018	Target value 2019	2019 (min.)	2019 (max.)
Annual base salary	1,200	1,313	1,313	1,313	–	292	292	292	550	550	550	550
Compensation in kind	757	79	79	79	–	29	29	29	53	53	53	53
Total	1,957	1,392	1,392	1,392	–	321	321	321	603	603	603	603
Annual Performance Payment (APP)	1,500	1,688	0	3,375	–	292	0	583	550	550	0	1,100
Multi-year variable compensation	1,350	2,181	335	4,025	–	474	0	948	578	849	106	1,591
LTPB (tranche 2017–2019)	540	97	74	119	–	44	0	88	248	–	–	–
LTPB (tranche 2018–2020)	–	666	261	1,071	–	119	0	238	–	271	106	436
LTPB (tranche 2019–2021)	–	608	0	1,215	–	225	0	450	–	248	0	495
LTSP 2018–2021 (tranche 2018)	810	–	–	–	–	–	–	–	330	–	–	–
LTSP 2018–2021 (tranche 2019)	–	810	0	1,620	–	175	–	350	–	330	0	660
Total	4,807	5,261	1,727	8,792	–	1,087	321	1,852	1,731	2,002	709	3,294
Service cost	749	759	759	759	–	56	56	56	311	308	308	308
Total compensation	5,556	6,020	2,486	9,551	–	1,143	377	1,908	2,042	2,310	1,017	3,602

Compensation Granted

€ thousand	Michael Pontzen Chief Financial Officer				Dr. Rainier van Roessel Member of the Board of Management Resigned Dec. 31, 2019				Stephen C. Forsyth Member of the Board of Management Resigned May 31, 2018			
	Target value 2018	Target value 2019	2019 (min.)	2019 (max.)	Target value 2018	Target value 2019	2019 (min.)	2019 (max.)	Target value 2018	Target value 2019	2019 (min.)	2019 (max.)
Annual base salary	550	550	550	550	650	650	650	650	188	–	–	–
Compensation in kind	187	50	50	50	51	52	52	52	–	–	–	–
Total	737	600	600	600	701	702	702	702	188	–	–	–
Annual Performance Payment (APP)	550	550	0	1,100	650	650	–	1,300	186	–	–	–
Multi-year variable compensation	578	849	106	1,591	683	711	126	1,296	–	–	–	–
LTPB (tranche 2017–2019)	248	–	–	–	293	–	–	–	–	–	–	–
LTPB (tranche 2018–2020)	–	271	106	436	–	223	126	321	–	–	–	–
LTPB (tranche 2019–2021)	–	248	0	495	–	98	0	195	–	–	–	–
LTSP 2018–2021 (tranche 2018)	330	–	–	–	390	–	–	–	–	–	–	–
LTSP 2018–2021 (tranche 2019)	–	330	0	660	–	390	0	780	–	–	–	–
Total	1,865	1,999	706	3,291	2,034	2,063	828	3,298	374	–	–	–
Service cost	323	318	318	318	158	158	158	158	–	–	–	–
Total compensation	2,188	2,317	1,024	3,609	2,192	2,221	986	3,456	374	–	–	–

Allocations

€ thousand	Matthias Zachert Chairman of the Board of Management		Dr. Anno Borkowsky Member of the Board of Management Appointed June 1, 2019		Dr. Hubert Fink Member of the Board of Management	
	2018	2019	2018	2019	2018	2019
Annual base salary	1,200	1,313	–	292	550	550
Compensation in kind	757	79	–	29	53	53
Total	1,957	1,392	–	321	603	603
Annual Performance Payment (APP)	1,950	1,538	–	268	715	500
Multi-year variable compensation	2,333	2,470	–	40	408	346
LTPB (tranche 2017–2018)	891	(3)	–	–	408	(1)
LTPB (tranche 2017–2019)	–	853	–	40	–	347
LTSP 2010–2013	–	–	–	–	–	–
LTSP 2014–2017	1,442 ¹⁾	1,620 ²⁾	–	–	–	–
Total	6,240	5,400	–	629	1,726	1,449
Service cost	749	759	–	56	311	308
Total compensation	6,989	6,159	–	685	2,037	1,757

1) Exercise of LTSP tranche 2014 2) Exercise of LTSP tranche 2015

Allocations

€ thousand	Michael Pontzen Chief Financial Officer		Dr. Rainier van Roessel Member of the Board of Management Resigned Dec. 31, 2019		Stephen C. Forsyth Member of the Board of Management Resigned May 31, 2018	
	2018	2019	2018	2019	2018	2019
Annual base salary	550	550	650	650	188	–
Compensation in kind	187	50	51	52	–	–
Total	737	600	701	702	188	–
Annual Performance Payment (APP)	715	500	845	643	186	–
Multi-year variable compensation	408	346	1,244	1,197	–	–
LTPB (tranche 2017–2018)	408	(1)	483	(1)	–	–
LTPB (tranche 2017–2019)	–	347	–	418	–	–
LTSP 2010–2013	–	–	–	–	–	–
LTSP 2014–2017	–	–	761 ¹⁾	780 ²⁾	–	–
Total	1,860	1,446	2,790	2,542	374	–
Service cost	323	318	158	158	–	–
Total compensation	2,183	1,764	2,948	2,700	374	–

1) Exercise of LTSP tranche 2014 2) Exercise of LTSP tranche 2015

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.

Until the end of the 2020 Annual Stockholders' Meeting, 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. The current assessment period for calculating variable compensation ends at the end of the 2020 Annual Stockholders' Meeting. 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 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.

LANXESS AG's Annual Stockholders' Meeting on May 23, 2019, resolved to change the Supervisory Board compensation to fixed compensation only. The former performance-based variable compensation, for which the relevant assessment period ends at the end of the company's Annual Stockholders' Meeting in 2020, was abolished. Despite the discontinuation of the performance-based compensation, the fixed compensation was not increased.

No variable compensation was paid out in fiscal year 2019.

The expected compensation payable for the current terms of office of Supervisory Board members was valued at €1,670 thousand (previous year: €1,310 thousand) as of December 31, 2019, 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.

Compensation of the Supervisory Board

€ ¹⁾	Year	Fixed compensation LANXESS AG	Compensation as committee member LANXESS AG	Attendance allowance	Fixed compensation LANXESS Deutschland GmbH	Total
Dr. Matthias L. Wolfgruber, Chairman (Chairman as of May 15, 2018)	2019	240,000	–	16,500	5,000	261,500
	2018	181,015	52,626	19,500	5,000	258,141
Dr. Rolf Stomberg, former Chairman (resigned May 15, 2018)	2019	–	–	–	–	–
	2018	88,478	22,120	7,500	1,843	119,941
Ralf Sikorski, Vice Chairman	2019	120,000	40,000	10,500	5,000	175,500
	2018	120,000	40,000	16,500	5,000	181,500
Birgit Bierther (appointed January 25, 2019)	2019	74,740	32,438	16,500	4,671	128,349
	2018	–	–	–	–	–
Werner Czaplik	2019	80,000	40,000	15,000	5,000	140,000
	2018	80,000	40,000	18,000	5,000	143,000
Dr. Hans-Dieter Gerriets	2019	80,000	40,000	15,000	5,000	140,000
	2018	80,000	40,000	18,000	5,000	143,000
Dr. Heike Hanagarth	2019	80,000	–	9,000	5,000	94,000
	2018	80,000	–	12,000	5,000	97,000
Dr. Friedrich Janssen	2019	80,000	120,000	22,500	5,000	227,500
	2018	80,000	105,254	22,500	5,000	212,754
Pamela Knapp (appointed May 15, 2018)	2019	80,000	40,000	13,500	5,000	138,500
	2018	50,507	25,254	10,500	3,157	89,418
Thomas Meiers	2019	80,000	40,000	13,500	5,000	138,500
	2018	80,000	40,000	16,500	5,000	141,500
Lawrence A. Rosen	2019	80,000	40,000	15,000	5,000	140,000
	2018	80,000	40,000	18,000	5,000	143,000
Manuela Strauch	2019	80,000	40,000	16,500	5,000	141,500
	2018	80,000	40,000	19,500	5,000	144,500
Ifraim Tairi (resigned December 31, 2018)	2019	–	–	–	–	–
	2018	80,000	40,000	19,500	5,000	144,500
Theo H. Walthie	2019	80,000	40,000	13,500	5,000	138,500
	2018	80,000	54,746	22,500	5,000	162,246
Total	2019	1,154,740	472,438	177,000	59,671	1,863,849
	2018	1,160,000	540,000	220,500	60,000	1,980,500

1) Figures exclude value-added tax.