

# Remuneration report

## Remuneration of the Supervisory Board

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The remuneration of the Supervisory Board of Rheinmetall AG is regulated in Article 13 of the Articles of Association. Furthermore, the Executive Board of the company was authorized by resolution of the Annual General Meeting of May 8, 2018, approved the application of the Executive Board and Supervisory Board to increase the remuneration for the Supervisory Board from fiscal 2019 onward.

### Remuneration of the members of the Supervisory Board and its committees



The shareholder representatives on the Supervisory Board received the following remuneration for fiscal 2019:

€		Fixed remuneration 2019	Remuneration for committee work	2019	2018	
	Ulrich Grillo	Chairman of the Supervisory Board and Chairman of the Strategy, Personnel, Mediation and Nomination Committees and a member of the Audit Committee	160,000	120,000	280,000	255,000
	Dr.-Ing. Dr.-Ing. E. h. Klaus Draeger	Member of the Supervisory Board and Strategy Committee	80,000	15,000	95,000	75,000
	Professor Dr. Andreas Georgi	Member of the Supervisory Board and Personnel Committee and Chairman of the Audit Committee	80,000	55,000	135,000	105,000
	Professor Dr. Susanne Hannemann	Member of the Supervisory Board and Audit Committee	80,000	20,000	100,000	75,000
	Dr. Franz Josef Jung	Member of the Supervisory Board and Nomination Committee	80,000	10,000	90,000	75,000
	Detlef Moog	Member of the Supervisory Board and Strategy Committee	80,000	15,000	95,000	75,000
	Klaus-Günter Vennemann	Member of the Supervisory Board and Nomination Committee	80,000	10,000	90,000	75,000
	Univ.-Prof. Dr. Marion A. Weissenberger-Eibl	Member of the Supervisory Board and Mediation Committee	80,000	10,000	90,000	75,000
	<b>Total for shareholder representatives</b>		<b>720,000</b>	<b>255,000</b>	<b>975,000</b>	<b>810,000</b>
	Total for the Supervisory Board					

The employee representatives in the Supervisory Board who are members of the trade union and forward their Supervisory Board remuneration to the Hans Böckler Foundation in accordance with the guidelines of the Federation of German Trade Unions received the following remuneration for fiscal 2019:

€		Fixed remuneration	Remuneration for committee work	2019	2018
	Dr. Rudolf Luz	120,000	60,000	180,000	180,000
	Roswitha Armbruster	80,000	20,000	100,000	75,000
	Dr. Daniel Hay	80,000	15,000	95,000	75,000
	Dr. Michael Mielke	80,000	0	80,000	60,000
	Reinhard Müller	80,000	10,000	90,000	75,000
	Dagmar Muth	80,000	15,000	95,000	75,000
	Markus Schaubel	80,000	15,000	95,000	75,000
	Sven Schmidt	80,000	20,000	100,000	75,000
	<b>Total for employee</b>	<b>680,000</b>	<b>155,000</b>	<b>835,000</b>	<b>690,000</b>
	<b>Representatives</b>			<b>1,810,000</b>	<b>1,500,000</b>

Total for the Supervisory Board

In addition, Rheinmetall refunds VAT on Supervisory Board remuneration to the members of the Supervisory Board upon request.

Supervisory Board and committee members who belonged to the Supervisory Board or committee for only part of the fiscal year receive remuneration on a pro rata temporis basis. The amount of the attendance fee has not changed. The attendance fee for Supervisory Board meetings is €1,000. The attendance fee for committee meetings that are not held on the same day as a Supervisory Board meeting is €500.

In the year under review, the members of the Supervisory Board did not receive any further remuneration or benefits for personal services, especially consultancy and mediation services. As in previous years, the Supervisory Board members did not receive any advance payments or loans, nor were any contingent liabilities in their favor entered into.