

The following table shows the breakdown of benefits actually paid to members of the Board of Management:

Benefits paid

€ thousand

| | Dr Ing Helmut Leube Chairman of the Board of Management | | Dr Margarete Haase | | Michael Wellenzohn | |
|----------------------------------|---|--------------|--------------------|------------|--------------------|------------|
| | 2016 | 2015 | 2016 | 2015 | 2016 | 2015 |
| Fixed remuneration | 725 | 725 | 580 | 580 | 520 | 420 |
| Additional benefits | 173 | 175 | 146 | 147 | 109 | 111 |
| Total | 898 | 900 | 726 | 727 | 629 | 531 |
| One-year variable remuneration | – | 227 | – | 138 | – | 107 |
| Multi-year variable remuneration | | | | | | |
| 2014–2015 deferral | 28 | 60 | 21 | 45 | 13 | 29 |
| 2015–2016 deferral | 23 | – | 17 | – | 14 | – |
| Other | – | – | – | – | – | – |
| Total | 51 | 287 | 38 | 183 | 27 | 136 |
| Total remuneration | 949 | 1,187 | 764 | 910 | 656 | 667 |

The total expense for share-based payments recognised in the reporting year amounted to €367 thousand for Dr Leube (2015: €92 thousand), €275 thousand for Dr Haase (2015: €90 thousand) and €242 thousand for Mr Wellenzohn (2015: €73 thousand).

REMUNERATION OF THE SUPERVISORY BOARD

The remuneration paid to the Supervisory Board is specified in article 15 of the Company's Statutes. This stipulates that the members of the Supervisory Board of DEUTZ AG receive fixed annual remuneration of €22,500. They also receive a fee of €2,500 for each Supervisory Board meeting they attend and are reimbursed for their out-of-pocket expenses. The chairman of the Supervisory Board receives double these amounts, and his deputy one-and-a-half times.

In addition, each member of a Supervisory Board committee receives an attendance fee of €2,500 for each committee meeting attended. The chairman of a committee is entitled to twice this sum, his deputy to one-and-a-half times the amount.

In addition, DEUTZ reimburses the members of the Supervisory Board for any VAT they incur in connection with the performance of their mandate.

The following table shows the breakdown of total remuneration paid to members of the Supervisory Board for their work as Supervisory Board members:

| | Fixed remuneration | Attendance fees | Total |
|--------------------------------------|--------------------|-----------------|----------------|
| € | | | |
| Hans-Georg Härter Chairman | 45,000 | 80,000 | 125,000 |
| Werner Scherer Deputy Chairman | 33,750 | 67,500 | 101,250 |
| Sabine Beutert | 22,500 | 22,500 | 45,000 |
| Hans-Peter Finken | 22,500 | 12,500 | 35,000 |
| Gisela Füssel (from 1 June 2016) | 13,156 | 10,000 | 23,156 |
| Dr Ing Hermann Garbers | 22,500 | 12,500 | 35,000 |
| Göran Gummeson | 22,500 | 12,500 | 35,000 |
| Leif Peter Karlsten | 22,500 | 12,500 | 35,000 |
| Herbert Kauffmann | 22,500 | 55,000 | 77,500 |
| Alois Ludwig | 22,500 | 12,500 | 35,000 |
| Dietmar Paust (until 31 May 2016) | 9,344 | 2,500 | 11,844 |
| Dr Witich Roßmann | 22,500 | 12,500 | 35,000 |
| Dr Herbert Vossel | 22,500 | 12,500 | 35,000 |
| Total | 303,750 | 325,000 | 628,750 |