

Pfeiffer Vacuum Technology AG

Tabulary presentation of Management Board compensation (in K€)

Benefits granted	Dr. Eric Taberlet		Nathalie Benedikt		Dr. Ulrich von Hülsen		Dr. Matthias Wiemer		Manfred Bender		Total	
	CEO		CFO		Member of the Management Board		Member of the Management Board		Dismissed CEO			
	Date of appointment: 27.11.2017		Date of appointment: 27.11.2017		Date of appointment: 01.08.2017		Date of appointment: 01.04.2007		Date of appointment: 01.04.2004 Date of dismissal: 27.11.2017			
	2016	2017	2016	2017	2016	2017	2016	2017	2016	2017		
Fixed remuneration	-	27	-	20	-	92	290	290	380	447	670	876
Fringe benefits (income in-kind)	-	-	-	-	-	3	24	23	17	17	41	43
Total	-	27	-	20	-	95	314	313	397	464	711	919
Variable remuneration	-	29	-	13	-	125	380	300	580	-	960	467
Total	-	56	-	33	-	220	694	613	977	464	1.671	1.386
Pension expense	-	-	-	-	-	-	215	232	261	281	476	513
Total remuneration	-	56	-	33	-	220	909	845	1.238	745	2.147	1.899

Benefits received	Dr. Eric Taberlet		Nathalie Benedikt		Dr. Ulrich von Hülsen		Dr. Matthias Wiemer		Manfred Bender		Total	
	CEO		CFO		Member of the Management Board		Member of the Management Board		Dismissed CEO			
	Date of appointment: 27.11.2017		Date of appointment: 27.11.2017		Date of appointment: 01.08.2017		Date of appointment: 01.04.2007		Date of appointment: 01.04.2004 Date of dismissal: 27.11.2017			
	2016	2017	2016	2017	2016	2017	2016	2017	2016	2017		
Fixed remuneration	-	-	-	-	-	92	290	290	380	447	670	829
Fringe benefits (income in-kind)	-	-	-	-	-	3	24	23	17	17	41	43
Total	-	-	-	-	-	95	314	313	397	464	711	872
Variable remuneration	-	-	-	-	-	-	303	337	454	506	757	843
Multi-year variable remuneration	-	-	-	-	-	-	27	-	40	-	67	-
Total	-	-	-	-	-	95	644	650	891	970	1.535	1.715
Pension expense	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Total remuneration	-	-	-	-	-	95	644	650	891	970	1.535	1.715