

COMPENSATION REPORT

In the following section, the compensation for members of the Management and Supervisory Boards is detailed.

Compensation for the Management Board

Each Management Board member receives an annual fixed salary and benefits in kind, in particular, in the form of company cars provided.

In 2019, the social security liability of Dr. Eric Taberlet's remuneration was established in France. The employer's contributions paid as a result are included in the fringe benefits.

BENEFITS GRANTED

Dr. Eric Taberlet, Chairman of the Management Board (Starting date: Nov. 27, 2017)	2019	2019		2018
		Minimum value	Maximum value	
	in K €	in K €	in K €	in K €
Fixed compensation	290	290	290	251
Fringe benefits	146	146	146	38
Total	436	436	436	289
One-year variable compensation	102	0	140	140
Multi-year variable compensation (from 2018)	34	0	53	53
Multi-year variable compensation (from 2019)	34	0	53	0
Total variable compensation	170	0	246	193
Other	0	0	0	0
Total	606	436	682	482
Pension benefits	0	0	0	0
Comprehensive compensation	606	436	682	482

BENEFITS GRANTED

Nathalie Benedikt, Chief Financial Officer (Starting date: Nov. 27, 2017)	2019		2019		2018
		Minimum value	Maximum value		
	in K €	in K €	in K €	in K €	in K €
Fixed compensation	211	211	211	220	
Fringe benefits	32	32	32	20	
Total	243	243	243	240	
One-year variable compensation	102	0	140	140	
Multi-year variable compensation (from 2018)	34	0	53	53	
Multi-year variable compensation (from 2019)	34	0	53	0	
Total variable compensation	170	0	246	193	
Other	0	0	0	0	
Total	413	243	489	433	
Pension benefits	0	0	0	0	
Comprehensive compensation	413	243	489	433	

BENEFITS GRANTED

Dr. Ulrich von Hülsen, Member of the Management Board (Starting date: Aug. 1, 2017, leaving date: June 30, 2019)	2019		2019		2018
		Minimum value	Maximum value		
	in K €	in K €	in K €	in K €	in K €
Fixed compensation	111	111	111	220	
Fringe benefits	5	5	5	8	
Total	116	116	116	228	
One-year variable compensation	0	0	0	140	
Multi-year variable compensation (from 2018)	53	0	53	53	
Multi-year variable compensation (from 2019)	0	0	0	0	
Total variable compensation	53	0	53	193	
Other	0	0	0	0	
Total	169	116	169	421	
Pension benefits	0	0	0	0	
Comprehensive compensation	169	116	169	421	

Each Management Board member continues to receive an annual bonus for the respective financial year depending on the achievement of pre-defined targets (short-term variable compensation). The bonus is K € 140 when fully achieved and is paid after the Annual General Meeting for the previous year. For 2018 and 2019, each Management Board member has been assigned some short-term goals corresponding to the respective area of responsibility.

In addition, each Management Board member receives long-term variable compensation depending on the achievement of defined goals during a three-year assessment period. Half of the long-term variable remuneration depends on the development of the company's EBITDA and the other half on the achievement of a further target set by the Supervisory Board (so-called Key Performance Indicators or KPIs) or, alternatively, several further KPIs pre-defined by the Supervisory Board during one three-year assessment period. The amount of the annual bonuses and the long-term variable compensation are based on the degree to which the targets have been achieved and amount to K € 160 when the targets have been fully met. The target fulfillment achieved so far was recognized as a provision as of December 31, 2019 and as of December 31, 2018.

However, the long-term variable remuneration does not become due until two years later, and only in full if the result in the year under review is at least as high as the result of the previous year. If it falls below, the long-term incentive is reduced accordingly. The starting point of the calculation in both cases is an annual target amount, which is allocated for the long-term remuneration for the following three-year period. The payment of the long-term variable remuneration granted in 2018 can therefore be made for the first time after the end of the 2020 fiscal year.

BENEFITS GRANTED

Dr. Matthias Wiemer, Member of the Management Board
(Starting date: April 1, 2007, leaving date: June 30, 2019)

	2019	2019		2018
		Minimum value	Maximum value	
	in K €	in K €	in K €	in K €
Fixed compensation	350	350	350	350
Fringe benefits	14	14	14	14
Total	364	364	364	364
One-year variable compensation	70	0	70	140
Multi-year variable compensation (from 2018)	27	0	27	53
Multi-year variable compensation (from 2019)	26	0	26	0
Total variable compensation	123	0	123	193
Other	0	0	0	0
Total	487	364	487	557
Pension benefits	277	277	277	225
Comprehensive compensation	764	641	764	782

TOTAL BENEFITS GRANTED TO THE MANAGEMENT BOARD

	2019	2018
	in K €	in K €
Fixed compensation	962	1,041
Fringe benefits	197	80
Total	1,159	1,121
One-year variable compensation	274	560
Multi-year variable compensation (from 2018)	148	212
Multi-year variable compensation (from 2019)	94	0
Total variable compensation	516	772
Other	0	0
Total	1,675	1,893
Pension benefits	277	225
Comprehensive compensation	1,952	2,118

Accordingly, payment of the long-term variable remuneration granted in 2019 can be made for the first time after the end of the 2021 fiscal year.

The bonuses for the 2018 fiscal year were granted following a resolution of the Management Board Committee.

The aforementioned compensation is disclosed for the members of the Management Board active in 2018 and 2019.

There were no compensation elements granted or paid in 2018 and 2019 for Manfred Bender who was dismissed as a member of the Management Board on November 27, 2017.

Dr. Matthias Wiemer has received a pension commitment in the unchanged amount of 40% of the last fixed salary. In this context, net pension expenses pursuant to IFRS [International Financial Reporting Standards] amounting to K € 277 were recognized in the income statement in 2019 (previous year: K € 225).

In addition, there are pension commitments to former Management Board members. The net pension costs of the completed financial year attributable to this group of persons amount to K € 91 (previous year: K € 80).

After a repatriation of K € 53 in 2018, a total of K € 5 was paid into the Pfeiffer Vacuum Trust e.V. in 2019. The net pension obligation for former Management Board members totaled K € 8,346 (previous year: K € 6,869). Current pensions in 2019 remain unchanged at the amount of K € 371.

BENEFITS RECEIVED TO THE COMPENSATION OF THE MANAGEMENT BOARD

	Dr. Eric Taberlet Chairman of the Management Board		Nathalie Benedikt Chief Financial Officer		Dr. Ulrich von Hülsen Member of the Management Board		Dr. Matthias Wiemer Member of the Management Board		Total	
	2019	2018	2019	2018	2019	2018	2019	2018	2019	2018
	Starting date: November 27, 2017		Starting date: November 27, 2017		Starting date: August 1, 2017 Leaving date: June 30, 2019		Starting date: April 1, 2007 Leaving date: June 30, 2019			
	in K €	in K €	in K €	in K €	in K €	in K €	in K €	in K €	in K €	in K €
Fixed compensation	290	278	211	240	111	220	350	350	962	1,088
Fringe benefits	146	38	32	20	5	8	14	14	197	80
Total	436	316	243	260	116	228	364	364	1,159	1,168
One-year variable compensation	132	29	132	29	129	109	247	300	640	467
Multi-year variable compensation (from 2018)	0	0	0	0	0	0	0	0	0	0
Multi-year variable compensation (from 2019)	0	0	0	0	0	0	0	0	0	0
Total variable compensation	132	29	132	29	129	109	247	300	640	467
Other	0	0	0	0	0	0	0	0	0	0
Total	568	345	375	289	245	337	611	664	1,799	1,635
Pension benefits	0	0	0	0	0	0	0	0	0	0
Comprehensive compensation	568	345	375	289	245	337	611	664	1,799	1,635