



REMUNERATION REPORT

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REMUNERATION REPORT

In the following remuneration report, the remuneration granted and owed to the current and former members of the Board of Executive Directors and the Supervisory Board of K+S Aktiengesellschaft in the 2022 financial year is presented individually. For the purpose of a more precise understanding and better classification of the following information, the basic features of the remuneration systems as well as the specific structure of the individual components are explained. This report meets the requirements under Section 162 of the German Stock Corporation Act (Aktiengesetz, AktG). The Supervisory Board of K+S Aktiengesellschaft has resolved to have the content of the remuneration report audited by the auditors beyond the requirements of Section 162 (3), Sentences 1 and 2 AktG. You can also find detailed information about the remuneration systems for the members of the K+S Aktiengesellschaft Board of Executive Directors and Supervisory Board on the Company's website.

☐ www.kpluss.com/remuneration

REVIEW OF FINANCIAL YEAR'S EVENTS

CHANGES WITHIN THE BOARD OF EXECUTIVE DIRECTORS AND SUPERVISORY BOARD

The Supervisory Board of K+S Aktiengesellschaft reached a mutual agreement with the previous Chief Financial Officer, Mr. Thorsten Boeckers, to terminate Mr. Boeckers's service agreement at the end of February 2022. In this connection, a termination agreement was entered into by Mr. Boeckers and K+S Aktiengesellschaft, governing the arrangements for settling his contractual claims. The severance payment amounts to 3.4 times the standard annual target remuneration plus pension commitments.

The Supervisory Board of K+S Aktiengesellschaft and Mr. Holger Riemensperger have mutually agreed on a separation, as Mr. Riemensperger will take on new challenges in another company. A termination agreement was concluded between Mr. Riemensperger and K+S Aktiengesellschaft. His mandate as a member of the Board of Executive Directors ended on February 28, 2023. No severance payment was agreed upon. The non-competition clause was reduced to one year, corresponding to an equivalent value of €440 thousand.

Mr. Lars Halbleib was appointed by the court as a member of the Supervisory Board as of August 12, 2022. He succeeded Mr. Axel Hartmann, who resigned from the Supervisory Board of K+S Aktiengesellschaft on May 31, 2022 for reasons of retirement.

RESOLUTION TO APPROVE THE REMUNERATION SYSTEM FOR THE BOARD OF EXECUTIVE DIRECTORS

The Supervisory Board passed a resolution prepared by the Personnel Committee to approve the current system of remuneration for members of the K+S Aktiengesellschaft Board of Executive Directors in accordance with Sections 87 (1) and 87a (1) AktG. This system was approved with the requisite majority (78.85%) by the Annual General Meeting on May 12, 2021. The Remuneration report was approved by the Annual General Meeting on May 12, 2022, with 61.60% of the votes cast.

As part of its analysis of the votes cast at the Annual General Meeting and taking into account feedback from discussions with investor representatives, the Supervisory Board again intensively considered the remuneration system for the Board of Executive Directors and is, therefore, proposing a change to the remuneration system to the Annual General Meeting. For further information, please turn to page 157 (Outlook for changes to the remuneration of the Board of Executive Directors).

REMUNERATION OF THE BOARD OF EXECUTIVE DIRECTORS

OVERVIEW OF THE REMUNERATION SYSTEM

The remuneration system for the Board of Executive Directors of K+S Aktiengesellschaft has a key role in supporting the Company's corporate strategy and contributes to the long-term development of the K+S Group. Our goal is to support the successful and sustainable corporate governance of K+S by linking parts of the remuneration of the members of the Board of Executive Directors to the achievement of both short- and long-term goals, measured in terms of the development of the Company.

Financial as well as non-financial performance criteria are used to determine the payment of variable remuneration components. For instance, the short-term incentive (STI) is influenced by the performance factor, which acts as a multiplier for the STI and is primarily calculated based on the achievement of agreed goals from the corporate strategy. The long-term incentive (LTI), 50% of which is linked to the achievement of non-financial sustainability goals, focuses more on long-term corporate governance. Another 50% of the long-term incentive is based on the share price performance, providing an incentive to increase the value of the Company on a long-term and sustainable basis.

The criteria for the appropriateness of remuneration include, in particular, the responsibilities and performance of the Board of Executive Directors, a comparison with senior executives in Germany, and the total workforce in Germany, as well as the financial situation, success, and future prospects of the Company relative to its comparable peers (MDAX).

REMUNERATION STRUCTURE AND COMPONENTS

The remuneration for the members of the Board of Executive Directors consists of annual components and those with a long-term incentive character. The annual remuneration components include both non-performance-related – fixed – and performance-related – variable – components. The non-performance-related components consist of fixed remuneration, non-cash, and other benefits, as well as pension commitments. The variable performance-related portion consists of two components each: the bonus (STI and performance factor) as well as two variable remuneration components, based on key indicators, with a long-term incentive character (LTI I and LTI II).

The target total remuneration is defined as fixed remuneration + bonus (STI) + long-term incentives (LTI I and LTI II). Fixed remuneration has a share of 37% of this sum, variable short-term incentive (STI) remuneration 25%, and variable long-term incentive (LTI) remuneration 38%. This ensures that the share of variable remuneration based on the achievement of long-term targets exceeds the share of variable remuneration for short-term targets. Variable remuneration has a relative share of 40% of the target annual remuneration [fixed remuneration + bonus (STI)], while fixed remuneration has a share of 60%.

The agreements with all members of the Board of Executive Directors contain **clawback clauses**, which are described on page 156.

Table **c.1** below shows the individual target remuneration for the members of the Board of Executive Directors during the financial year as well as the relative shares of each remuneration component in the target remuneration and the relative shares of variable remuneration in the annual remuneration. Remuneration components are prorated if a member joins or leaves the Board of Executive Directors during the year.

FIXED REMUNERATION AND FRINGE BENEFITS

Fixed, basic remuneration not related to performance is paid monthly. Additionally, the members of the Board of Executive Directors receive fringe benefits, in particular contributions to pension, health, and long-term care insurance as well as non-cash remuneration, which consists mainly of the use of company cars. In addition, the members of the Board of Executive Directors are covered by directors and officers liability insurance (D&O insurance) with the legally required deductible as well as accident insurance.

2022 TARGET REMUNERATION

C.1

	Members of the Board of Executive Directors in office as of December 31, 2022						Members of the Board of Executive Directors who left during the 2022 financial year		
	Dr. Burkhard Lohr Chairman Board member since 06/2012			Holger Riemensperger Board member since 04/2021			Thorste Boeckers Board member from 05/2017 to 02/2022		
	2022			2022			2022 ¹		
	in € thousand	in %	in %	in € thousand	in %	in %	in € thousand	in %	in %
Fixed remuneration	825.0	37	60	550.0	37	60	91.7	49	59
One-year variable remuneration									
– STI (2022)	570.0	25	40	380.0	25	40	63.3	34	41
Annual remuneration	1,395.0		100	930.0		100	155.0		100
Multi-year variable remuneration									
– LTI (2022–2024)	855.0	38		570.0	38		30.7	17	
2022 target remuneration	2,250.0	100		1,500.0	100		186.7	100	

¹ Pro rata.

The Chairman of the Board of Executive Directors receives 1.5 times the remuneration of an ordinary member of the Board of Executive Directors.

PERFORMANCE-RELATED REMUNERATION COMPONENTS

The performance-related remuneration components have two elements. The short-term incentive (STI) relates to the current financial year and, at 40%, comprises the smaller part of variable remuneration. It is calculated based on achievement of the K+S Group's planned EBITDA and of targets agreed between the entire Board of Executive Directors and the Supervisory Board. At 60%, the long-term incentive (LTI) comprises the more significant part and consists of two equally weighted components. One component (LTI I) has been measured by the achievement of sustainability targets. The second component (LTI II) is based on share price performance. Both components are measured over a three-year period. The Chairman of the Board of Executive Directors receives 1.5 times the remuneration of an ordinary member of the Board of Executive Directors.

SHORT-TERM INCENTIVE (STI)

The STI is calculated based on achievement of the K+S Group's EBITDA set in the annual planning and of targets agreed between the entire Board of Executive Directors and the Supervisory Board. EBITDA is a key performance indicator for gauging the profitability of the K+S Group and, as a performance criterion, it helps to promote the Company's business strategy. If the EBITDA value of the annual planning approved by the Supervisory Board is achieved, the level of achievement for this first STI component is deemed to be 100%. If the actual EBITDA exceeds or falls short of the planned EBITDA, the percentage rate of target achievement increases or decreases in a straight line by the same percentage. The maximum target achievement is 200% and the minimum achievement is 0%. The Supervisory Board has no discretion to influence target achievement.

The Supervisory Board signs a target agreement with the entire Board of Executive Directors at the start of each financial year and this agreement acts as a second component of the STI. The key targets for the financial year are presented in table **C.2**. After the

OBJECTIVES AND TARGET ACHIEVEMENT 2022

C.2

OBJECTIVE	TARGET ACHIEVEMENT
Shaping the transformation process in the Board of Executive Directors	Achieved
Implementation of the first measures in the climate strategy	Achieved
Positioning of all facilities to be competitive even in adverse market conditions	Not fully achieved
Ensure future-proof top management	Not fully achieved
Financial strategy for safeguarding a lasting investment grade rating	Overachieved

end of the relevant financial year, the Supervisory Board determines a performance factor for the entire Board of Executive Directors. This serves as the STI multiplier. The performance factor is between 0.8 and 1.2. If members leave before year end, the level of target achievement is usually assumed to be 100% if a reliable estimation is not yet available. As a rule, the targets agreed with the Board of Executive Directors also include strategic targets, such as implementing of the measures defined in the **climate strategy** and a financial strategy for safeguarding a lasting investment grade rating.

The STI for a given financial year is paid in April of the following year.

CALCULATION OF THE STI PAYMENT AMOUNT:

STI base amount x level of achievement based on K+S Group's EBITDA x performance factor

SHORT-TERM INCENTIVE TARGET ACHIEVEMENT

Comparing the EBITDA planned in the annual planning approved by the Supervisory Board for the 2022 financial year (€1,100 million) with the actual EBITDA attained in the 2022 financial year (€2,442.9 million) results in target achievement of 200.0%. The Supervisory Board set the performance factor for the financial year at 1.0.

Table **C.3** shows the individual payment amounts calculated for the financial year based on this data.

TARGET ACHIEVEMENT AND STI PAYMENT (2022)

C.3

	Base amount in € thousand	Target achievement in %	Payment in € thousand
Members of the Board of Executive Directors in office as of December 31, 2022			
Dr. Burkhard Lohr	570.0	200.0	1,140.0
Holger Riemensperger	380.0	200.0	760.0
Members of the Board of Executive Directors who left during the 2022 financial year			
Thorsten Boeckers ¹	63.3	100.0	63.3

¹ Thorsten Boeckers left the Company with effect from February 28, 2022 and his entitlements were paid out as part of his departure. The target achievement levels for K+S Group EBITDA and the performance factor had not yet been finalized at the time of his departure, so target achievement of 100% was agreed for him.

LONG-TERM INCENTIVE I (LTI I)

K+S is clearly committed to the issue of sustainability. Therefore, **LTI I**, which accounts for 50% of the long-term incentive, is linked to individual sustainability goals.

As described on page 106 of the Annual Report, the Company has defined sustainability goals in three fields of action: "Society & Employees," "Environment & Resources," and "Business Ethics & Human Rights." One target was selected from each of these fields of action for the three-year LTI I. Values from Company planning were set as the benchmark for target achievement in each case. The selected targets apply to the 2020–2022, 2021–2023, and 2022–2024 LTI programs, and will be paid for the first time in 2023 for the 2020–2022 program.

Reducing the lost-time incident rate was chosen as a target for the "Society & Employees" field of action and comes from the "Health & Safety" category. The "Environment & Resources" field goal, coming from the "Resource Efficiency" category, is to reduce saline process water from potash production in Germany, while the "Business Ethics & Human Rights" field goal is associated with the "Sustainable Supply Chains" category, which has two sub-targets of:

1. Maximizing the "number of critical suppliers aligned with the K+S Group Supplier Code of Conduct"
2. Increasing the "coverage of the purchasing volume by the K+S Group Supplier Code of Conduct"

The three primary targets from the three fields of action carry equal weight.

I. SOCIETY & EMPLOYEES: HEALTH & SAFETY – LOST-TIME INCIDENT RATE (LTI RATE)

The LTI rate measures working hours lost per one million hours worked. This rate is expected to be reduced by three points over a three-year period based on the 2020 starting point in order to reach 100% target achievement. If actual performance is below or above target, the percentage increases or decreases to a maximum of 200% or a minimum of 0% on a straight-line basis. **C.4**

SOCIETY & EMPLOYEES – LOST-TIME INCIDENT RATE (UNTIL 2024)

C.4



Schematic illustration.

* International Council on Mining and Metals.

Example calculation for the LTI I program:

LTI rate 8.7 = 100% target achievement

LTI rate 10.2 = 0% target achievement

LTI rate 7.2 = 200% target achievement

TARGET ACHIEVEMENT LOST-TIME INCIDENT RATE (LTI RATE)

A comparison of the target value for the LTI rate (8.7) with the LTI rate actually achieved in the 2022 financial year (8.3) results in a 126.7% target achievement.

II. ENVIRONMENT & RESOURCES: RESOURCE EFFICIENCY – REDUCTION OF SALINE PROCESS WATER

In this field of action, the Company has set itself the target of generating 500,000 m³ less saline process water from potash production in Germany per year from 2030 onwards than in 2017. The remuneration for this is based on the logic of "cubic meters per tonne of product." Accordingly, a reduction of 115,385 m³ of process water must be achieved in a three-year period – assuming the production volume of 2017 – in order to achieve 100% compliance with the target (planned value).

If actual performance is below or above target (comparison of planned and actual values), the percentage increases or decreases to a maximum of 200% or a minimum of 0% on a straight-line basis. **C.5**

ENVIRONMENT & RESOURCES – PROCESS WATER (UNTIL 2024) C.5



Schematic illustration.

Example calculation for the LTI I program¹:

- Process water reduction –115,385 m³ = 100% target achievement
- Process water reduction –57,692 m³ = 0% target achievement
- Process water reduction –173,078 m³ = 200% target achievement

TARGET ACHIEVEMENT SALINE PROCESS WATER REDUCTION

A comparison of actual process water reduction for the 2022 financial year (–409,808 m³) with the target process water reduction (–192,308 m³) results in a 200.0% target achievement.

III. BUSINESS ETHICS & HUMAN RIGHTS: SUSTAINABLE SUPPLY CHAINS – SUPPLIER CODE OF CONDUCT

K+S calls for fair, sustainable business practices in supply chains and has established corresponding expectations and requirements in the K+S Group Supplier Code of Conduct (the Code). The target is to have a commitment rate to the Code for more than 90% of our purchasing volume by 2025 (commitment rate

¹ Assumption: production volume in 2017.

II). Another target is that 100% of our “critical” suppliers, in other words suppliers with a high sustainability risk, commit to the Code by 2025 (commitment rate I).

The two sub-targets in this category carry equal weight.

The achievement of a 100% target for the critical supplier recognition rate requires an increase in the recognition rate of 33.3 percentage points over a three-year period (planned value). If actual performance is below or above target (comparison of planned and actual values), the percentage increases or decreases to a maximum of 200% or a minimum of 0% on a straight-line basis. **C.6**

BUSINESS ETHICS & HUMAN RIGHTS – SUSTAINABLE SUPPLY CHAINS (UNTIL 2024) CRITICAL SUPPLIERS C.6



Schematic illustration.

Example calculation for the LTI I program:

- Commitment rate I 66.6% = 100% target achievement
- Commitment rate I 50.0% = 0% target achievement
- Commitment rate I 83.3% = 200% target achievement

A 100% target achievement in purchasing volume coverage requires an increase in the recognition rate presented in the diagram below over a three-year period (plan value). Since the expectation is that the commitment rate will increase at a faster pace at the beginning than at subsequent stages, the shape of the curve is digressive. If actual performance is below or above target (comparison of planned and actual values), the percentage increases or decreases to a maximum of 200% or a minimum of 0%. **C.7**

BUSINESS ETHICS & HUMAN RIGHTS – SUSTAINABLE SUPPLY CHAINS (UNTIL 2024) SPEND COVERAGE

C.7



Schematic illustration.

Example calculation for the LTI I program:

Commitment rate II 79.0% = 100% target achievement
 Commitment rate II 62.0% = 0% target achievement
 Commitment rate II 96.1% = 200% target achievement

Payment for LTI I is made in April of the year following the end of the program. In the event of termination of a service agreement or reaching retirement age, a discounted pro-rata payment for all current tranches is generally made in April of the following year.

TARGET ACHIEVEMENT SUSTAINABLE SUPPLY CHAINS – SUPPLIER CODE OF CONDUCT

The target value for commitment rate I of 66.6% compared with the actual commitment rate I of 89.6% results in 200.0% target achievement.

The target value for commitment rate II of 79.0% compared with the actual commitment rate II of 84.5% results in 132.2% target achievement.

Table **C.10** presents individual payment amounts for LTI 1 resulting from the sustainability KPIs in the reporting period.

LONG-TERM INCENTIVE II (LTI II)

LTI II is based on the K+S share price performance compared with the performance of the MDAX. The MDAX performance index is used for the calculation while ensuring comparability. If the K+S share price performance is equal to the performance of the MDAX during the reference period, target achievement is 100%. If the price performance of K+S shares exceeds or falls short of the performance of the MDAX, the percentage rate of target achievement increases or decreases on a straight-line basis by the same percentage. The maximum target achievement is 200% and the minimum achievement is 0%. **C.8**

Payment of LTI II is made in April of the year following the end of the program. In the event of termination of a service agreement or reaching retirement age, a discounted pro-rata payment for all current tranches is generally made in April of the following year.

LONG-TERM INCENTIVE II- PROGRAM

C.8

Reference period	Performance period		
2021	2022	2023	2024
MDAX 2021 ¹			MDAX 2024 ²
K+S shares 2021 ¹			K+S shares 2024 ²
	Beginning of program		End of program

¹ Average for the stock-market year; reference base.

² Average for the stock-market year 2024; reference base for comparison of performance with 2021.

TARGET ACHIEVEMENT AND PAYMENT FOR LONG-TERM INCENTIVE II (2020–2022)**C.9**

Members of the Board of Executive Directors in office as of December 31, 2022	Base amount in € thousand	Target achievement in %	Payment in € thousand
Dr. Burkhard Lohr	427.5	138.0	590.0
Holger Riemensperger	–	–	–
Members of the Board of Executive Directors who left during the 2022 financial year			
Thorsten Boeckers ¹	205.4	100.0	205.4

¹ Thorsten Boeckers left the Company with effect from February 28, 2022 and his entitlements were paid out as part of his departure. The levels of achievement for the LTI program (2020–2022) had not yet been finalized at the time of his departure, so target achievement of 100% was agreed for LTI II.

TARGET ACHIEVEMENT FOR LONG-TERM INCENTIVE II (2020–2021)

The target value for K+S shares at a 100% target achievement was €16.68 per share. The average price on which this performance calculation is based was €23.03 per share, resulting in a target achievement of 138.0%. Table C.9 shows the individual payment amounts calculated for the financial year based on this data.

REMUNERATION GRANTED AND OWED

Table C.10 below shows the remuneration granted and owed during the financial year to current members of the Board of Executive Directors or members who left during the financial year, in either case provided that their service had already been performed in full as of December 31.

REMUNERATION GRANTED AND OWED TO THE BOARD OF EXECUTIVE DIRECTORS**C.10**

	Members of the Board of Executive Directors in office as of December 31, 2022								Members of the Board of Executive Directors who left during the 2022 financial year			
	Dr. Burkhard Lohr Chairman Board member since 06/2012				Holger Riemensperger Board member since 04/2021				Thorsten Boeckers ¹ Board member from 05/2017 to 02/2022			
	2022		2021		2022		2021		2022		2021	
	in € thousand	in %	in € thousand	in %	in € thousand	in %	in € thousand	in %	in € thousand	in %	in € thousand	in %
Fixed remuneration	825.0	25	825.0	35	550.0	42	412.5	38	91.7	2	550.0	35
Fringe benefits	28.5	1	46.9	2	16.6	1	12.7	1	3.4	0	16.0	1
Total	853.5	26	871.9	37	566.6	43	425.2	39	95.1	2	566.0	36
One-year variable remuneration												
– STI (2022)	1,140.0	35	–	–	760.0	57	–	–	63.3	1	–	–
– STI (2021)	–	–	1,318.1	55	–	–	659.0	61	–	–	878.7	56
Multi-year variable remuneration												
– LTI (2020–2022)	1,292.3	39	–	–	–	–	–	–	410.8	7	–	–
– LTI (2019–2021)	–	–	185.1	8	–	–	–	–	–	–	123.4	8
– LTI (2018–2020)	–	–	–	–	–	–	–	–	–	–	–	–
Sum	2,432.3	74	1,503.2	63	760.0	57	659.0	61	474.1	8	1,002.1	64
Miscellaneous ²	–	–	–	–	–	–	–	–	5,092.1	90	–	–
Total	3,285.8	100	2,375.1	100	1,326.6	100	1,084.2	100	5,661.3	100	1,568.1	100

¹ Excluding the severance payment to Mr. Boeckers, the ratio between fixed and variable compensation components would be 17% and 83%, respectively.

² Mr. Thorsten Boeckers left the Board of Executive Directors effective February 28, 2022 and his entitlements were paid out as part of his departure. The target achievement levels for the LTI (2021–2023) and LTI (2022–2024) programs had not yet been defined at the time of his departure, so target achievement of 100% was agreed for him. This resulted in the following payments: LTI (2021–2023) €220.7 thousand and LTI (2022–2024) €30.7 thousand. For the remaining term of his original service agreement from March 1, 2022 to May 11, 2025, he received the following remuneration: fixed remuneration of €1,755.7 thousand (around 36%), fringe benefits of €49.3 thousand (around 1%), one-year variable remuneration (STI) of €1,213.1 thousand (around 25%), long-term incentive program €1,822.7 thousand (around 38%).

MAXIMUM REMUNERATION

The maximum remuneration in accordance with Section 87a (1) Sentence 2 No. 1 AktG is calculated by adding together all maximum remuneration components; it comprises the fixed salary, the cap on fringe benefits, the cap on the bonus (STI), the cap on long-term variable remuneration components (LTI I and LTI II), as well as estimated service costs. The variable remuneration elements (STI and LTI) are each capped at 200% of the base amount. The Supervisory Board has set a maximum remuneration of €3,500 thousand for ordinary members and €5,250 thousand for the Chairperson for service agreements signed after December 8, 2020. The service agreement for Dr. Burkhard Lohr was entered into prior to this date. The remuneration granted and owed to Mr. Holger Riemensperger during the financial year, including service costs, came to €1,767.2 thousand, which was below the maximum remuneration.

YEAR-ON-YEAR COMPARISON OF REMUNERATION AND EARNINGS

The following comparison illustrates the annual change in the remuneration granted and owed to current members of the Board of Executive Directors and members who left during a financial year, the earnings of K+S Aktiengesellschaft, and the annual change in the average remuneration for employees in Germany on a full-time equivalent basis for the last five years. **C.11**

PENSION COMMITMENTS

The pensions of the active members of the Board of Executive Directors are based on a modular system, i.e., a pension module is created for each year of service as a member of the Board of Executive Directors.

For member agreements signed after December 8, 2020, the basis for calculating the pension modules is 20% of the fixed remuneration of the relevant member of the Board of Executive Directors. For agreements signed prior to this date, the basis for the calculations is 40% of the fixed remuneration. The amount is calculated in accordance with actuarial principles and set aside for retirement; the factors for the creation of the 2022 modules for the members of the Board of Executive Directors are between 9.0% and 16.0%, depending on their age. These factors decline with increasing age. The individual pension modules earned during the respective financial years are totaled and, when the insured event occurs, the respective member of the Board of Executive Directors or, if applicable, his or her surviving dependents, receive the benefit to which they are entitled. There is an upper limit on the total annual pension under this modular system, to avoid disproportionately high pensions resulting from long periods of service (> 15 years). Following a regular review in 2019, the upper limit for the Chairman of the Board of Executive Directors is €340 thousand and €255 thousand for each other member of the

YEAR-ON-YEAR COMPARISON OF REMUNERATION AND EARNINGS FOR MEMBERS OF THE BOARD OF EXECUTIVE DIRECTORS

C.11

	2022	2021	2022 vs. 2021 change		2021 vs. 2020 change		2020 vs. 2019 change		2019 vs. 2018 change		2018 vs. 2017 change	
	in € thousand	in € thousand	in € thousand	in %								
Remuneration granted and owed to members of the Board of Executive Directors in office as of December 31, 2022												
Dr. Burkhard Lohr	3,285.8	2,375.1	910.7	38	1,085.6	84	38.0	3	25.9	2	73.8	6
Holger Riemensperger	1,326.6	1,084.2	242.4	22	1,084.2	–	–	–	–	–	–	–
Remuneration granted and owed to members of the Board of Executive Directors who left during the financial year												
Thorsten Boeckers (until Feb. 2022)	5,661.3	1,568.1	4,093.2	261	721.0	85	20.4	2	8.5	1	303.7	59
Employees												
Average employee remuneration in Germany	78.1	78.3	–0.2	0	5.3	7	–0.4	0	3.5	5	–0.1	0
Earnings												
K+S AG net income (in € million)	1,508.3	1,152.4	355.9	31	1,755.8	–291	–891.6	–309	213.7	287	186.9	–166
K+S Group EBITDA (in € million) ¹	2,422.9	1,067.3	1,355.6	127	800.4	300	–143.5	–35	–195.9	–32	29.6	5

¹ Change in presentation of reversals of mining provisions recognized in the income statement in the 2022 financial year. For comparability, this change in presentation was also applied to the 2021 financial year (EBITDA 2021 without change: €969.1 million).

Board. The values are reviewed every three years and adjusted if necessary – this has been done with effect from January 1, 2023. For further information, please refer to page 157 (Outlook for changes to the remuneration of the Board of Executive Directors). Pension benefits are only adjusted in line with the change in the “Consumer Price Index for Germany” upon payment. Pension agreements are subject to the legal provisions concerning the vesting of pension entitlements.

For pension entitlements not covered by the Pension Protection Association, the Company purchases reinsurance policies for the members of the Board of Executive Directors concerned, which are pledged to them in case the Company becomes insolvent.

If the term of office of a member of the Board of Executive Directors ends before the member has reached 60 years of age, the retirement pension starts upon reaching the age of 65 unless it is to be paid on the basis of an occupational or general disability or as a surviving dependent's pension in the event of death. In the event of an occupational or general disability of a member of the Board of Executive Directors prior to reaching pension age, the respective member receives a disability pension commensurate with the pension modules created up to the time the disability occurs. If disability occurs before the age of 55, modules are notionally created on the basis of a minimum value for the years missing up to the age of 55. In the event of the death of an active or former member of the Board of Executive Directors, the surviving spouse receives 60%, each orphan 30%, and each half-orphan 15% of the benefit. The maximum amount of the benefits awarded to surviving dependents may not exceed 100% of the pension payment. If this amount is reached, the benefit is reduced proportionately. If a member of the Board of Executive Directors retires at the age of 60, entitlements can already be claimed in accordance with the pension commitment at that time.

In 2022, the amounts shown in **C.12** were allocated to pension provisions for members of the Board of Executive Directors.

The pension module earned by each of the members of the Board of Executive Directors in 2022 gives rise to pension expenses, which are calculated in accordance with actuarial principles.

TERMINATION OF AGREEMENTS WITH THE BOARD OF EXECUTIVE DIRECTORS

If an appointment as a Board member is revoked, the member of the Board of Executive Directors usually receives, at the time of termination, a severance payment of 1.5 times the fixed remuneration, up to a maximum of the total remuneration for the remaining term of the service agreement.

In the event of early termination of an agreement with a member of the Board of Executive Directors as a result of a takeover (“**change of control**”), the fixed remuneration and bonuses outstanding until the end of the original term of the appointment will be paid plus a compensatory payment, unless there are reasons justifying a termination of the respective agreement without giving notice. The STI is calculated on the basis of the average of the preceding two years. The LTI is calculated pro rata on the basis of the relevant extrapolation or planning. The compensatory payment is 1.5 times the annual fixed remuneration. In addition, there is an upper limit for severance payments, which specifies that entitlements arising from the “change of control” clause in existing service agreements may not exceed the value of the combined annual remuneration for three years. This arrangement was amended to make the **combined annual remuneration for two years** the upper limit for service agreements signed after December 8, 2020. This upper limit is calculated on the basis of the total compensation for the financial year immediately preceding the departure. In the event of a change of control, members of the Board of Executive Directors enjoy no extraordinary right to terminate their agreement.

For the term of the service agreement and the subsequent two years after its termination, the member of the Board of Executive Directors undertakes not to work in any way for a competitor company of K+S or a company affiliated with K+S without the approval

PENSIONS OF THE MEMBERS OF THE BOARD OF EXECUTIVE DIRECTORS¹

C.12

in € thousand		Age	Fair value as of Jan. 1	Pension expenses (service cost) ²	Fair value as of Dec. 31
Members of the Board of Executive Directors in office as of December 31, 2022					
Dr. Burkhard Lohr	2022	59	8,669.3	1,148.0	6,422.0
Holger Riemensperger	2022	52	344.4	440.6	416.1
Members of the Board of Executive Directors who left during the financial year					
Thorsten Boeckers ³	2022	47	5,413.7	181.2	3,583.0

¹ Information provided in accordance with IFRS.

² Corresponds to the value to be recognized under IFRS without interest expense and does not represent an inflow.

³ Includes pension entitlements from his time as Head of Investor Relations of K+S Aktiengesellschaft (total entitlement).

of K+S or to participate directly or indirectly in such a company or to conduct business for his or her own account or for the account of third parties in the business fields of K+S. The **post-contractual prohibition of competition** does not apply to subordinate activities for a competitor company without reference to the previous position on the Board of Executive Directors. The post-contractual non-compete arrangement is remunerated; income from self-employment, regular employment, or other gainful employment is offset. K+S may waive the non-competition clause prior to the expiry of the agreement with a notice period of six months.

CLAWBACK CLAUSE

The service agreements of all members of the Board of Executive Directors contain clawback clauses. If there is a serious violation of legal requirements or of obligations arising from the Company's Articles of Association or from the Board member's agreement of service, the Company has the right to demand back or retain any LTI tranches (LTI I and LTI II) that are current at the time of the violation. The clawback option was not used in the 2022 financial year.

OTHER

For the members of the Board of Executive Directors, the Supervisory Board has introduced an age limit set at the age of 65.

The members of the Board of Executive Directors were not promised or granted benefits by third parties for their work as executive directors during the reporting period – nor did they receive any loans. Apart from the service agreements mentioned, there are no contractual relationships between the Company or its Group companies and members of the Board of Executive Directors or persons closely related to them.

REMUNERATION GRANTED AND OWED TO FORMER MEMBERS OF THE BOARD OF EXECUTIVE DIRECTORS

A severance agreement was concluded between Mr. Boeckers and K+S Aktiengesellschaft, in which the settlement of the remaining term of his original service agreement from March 1, 2022 to May 11, 2025 was regulated.

Table **c.13** below presents the remuneration granted and owed to former members of the Board of Executive Directors during the 2022 financial year in accordance with Section 162 (1) Sentence 1 AktG. Unless otherwise stated, these are pension payments. In accordance with Section 162 (5) AktG, personal details were not included for Board members whose last role on a governing body of K+S Aktiengesellschaft ended before the 2013 financial year.

YEAR-ON-YEAR COMPARISON OF REMUNERATION AND EARNINGS

REMUNERATION GRANTED AND OWED TO FORMER MEMBERS OF THE BOARD OF EXECUTIVE DIRECTORS IN THE FINANCIAL YEAR 2022 **C.13**

	in € thousand	in %
Dr. Thomas Nöcker Member of the Board of Executive Directors until Aug. 2018	291.2	100
Norbert Steiner Chairman of the Board of Executive Directors until May 2017	354.6	100
Gerd Grimmig Member of the Board of Executive Directors until Sep. 2014	232.3	100
Dr. Ralf Bethke Chairman of the Board of Executive Directors until June 2007/ Chairman of the Supervisory Board until May 2017	287.2	100

YEAR-ON-YEAR COMPARISON OF REMUNERATION AND EARNINGS FOR FORMER MEMBERS OF THE BOARD OF EXECUTIVE DIRECTORS

C.14

	2022		2021		2022 vs. 2021 change		2021 vs. 2020 change		2020 vs. 2019 change		2019 vs. 2018 change		2018 vs. 2017 change	
	in	in	in	in	in	in	in	in	in	in	in	in	in	in
	€ thousand	€ thousand	€ thousand	in %	€ thousand	in %	€ thousand	in %	€ thousand	in %	€ thousand	in %	€ thousand	in %
Remuneration granted and owed to former members of the Board of Executive Directors														
Thorsten Boeckers (until February 2022)	5,661.3	–	5,661.3	–	–	–	–	–	–	–	–	–	–	–
Mark Roberts (until April 2021)	–	3,600.4	–3,600.4	–100	3,600.4	–	–	–	–	–	–	–	–	–
Dr. Thomas Nöcker (until August 2018)	291.2	285.1	6.1	2	–233.3	–45	–110.7	–18	420.6	202	208.5	–	–	–
Norbert Steiner (until May 2017)	354.6	345.7	8.9	3	–10.6	–3	–4.8	–1	6.7	2	131.7	59	–	–
Gerd Grimmig (until September 2014)	232.3	225.3	7.0	3	1.1	0	3.1	1	–20.8	–9	2.4	1	–	–
Dr. Ralf Bethke (until June 2007)	287.2	278.6	8.6	3	1.4	1	3.9	1	5.0	2	4.7	2	–	–
Employees														
Average employee remuneration in Germany	78.1	78.3	–0.2	0	5.3	7	–0.4	0	3.5	5	–0.1	0	–	–
Earnings														
K+S AG net income (in € million)	1,508.3	1,152.4	355.9	31	1,755.8	–291	–891.6	–309	213.7	287	186.9	–166	–	–
K+S Group EBITDA (in € million) ¹	2,422.9	1,067.3	1,355.6	127	800.4	300	–143.5	–35	–195.9	–32	29.6	5	–	–

¹ Change in presentation of reversals of mining provisions recognized in the income statement in the 2022 financial year. For comparability, this change in presentation was also applied to the 2021 financial year (EBITDA 2021 without change: €969.1 million).

The comparison in **C.14** illustrates the annual change in the remuneration granted and owed to former members of the Board of Executive Directors, the earnings of K+S Aktiengesellschaft, and the annual change in the average remuneration for employees in Germany on a full-time equivalent basis for the last five years.

OUTLOOK ON CHANGES TO THE REMUNERATION OF THE BOARD OF EXECUTIVE DIRECTORS

As part of the analysis of the votes cast at the Annual General Meeting, and taking into account feedback from discussions with investor representatives, the Supervisory Board again dealt intensively with the remuneration system for the Board of Executive Directors. The Supervisory Board resolved to include a **“Share Ownership Guideline”** in the service agreements of the members of the Board of Executive Directors from 2023 onwards. This obliges members of the Board of Executive Directors to invest a volume of 100% of their respective STI target remuneration amounts, based on a three-year average, in K+S shares. The build-up phase lasts three years, provided that at least 100% of the STI target remuneration amounts have been paid in at least two consecutive

years. Otherwise, the build-up phase is extended by one year in each case. For the first time at the end of the build-up phase and subsequently by January 31 of the following year, the member of the Board of Executive Directors must prove, on the basis of securities account statements of his or her securities account held with a credit institution as of December 31 of each year, that at the end of each year he or she held shares in the volume of 100% of the respective STI target remuneration amounts based on a three-year average in K+S shares. The obligation to hold shares and the obligation to furnish proof exist for two years after the departure. Existing holdings of K+S shares will be credited. In the event of a violation of the “Share Ownership Guideline”, an ordinary member of the Board of Executive Directors is liable to a penalty of €100 thousand (Chairman of the Board of Executive Directors €150 thousand).

Following the most recent adjustment to the remuneration of the Board of Executive Directors in 2019, a review was due. As a result, the Supervisory Board resolved a slight increase in Board of Executive Directors’ remuneration with effect from January 1,

2023. The fixed, non-performance-related basic remuneration for an ordinary member of the Board of Executive Directors is to be increased from €550 thousand to €566 thousand. Furthermore, the STI is to be increased from €380 thousand to €390 thousand and the LTI from €570 thousand (LTI I and II each €285 thousand) to €590 thousand (LTI I and II each €295 thousand). The Chairman of the Board of Executive Directors receives 1.5 times and the Chief Financial Officer 1.2 times the remuneration of a regular member of the Board of Executive Directors.

From January 1, 2023, the sustainability goals for LTI I in effect until December 31, 2022 have been replaced by three new sustainability goals from the "Society & Employees," "Environment & Resources," and "Business Ethics & Human Rights" sustainability areas. The lost-time incident rate from the "Society & Employees" area measures the number of occupational accidents with lost time of at least 24 hours per million hours worked and is to be reduced by three points over a three-year period. As a result of the fatal work accident at the Merkers mine in August 2022, the Supervisory Board resolved to introduce a malus factor of 1.0 points in the event of a fatal work-related accident. Fatalities are not included in the definition of the LTI rate and therefore do not affect it. **C.15**

SOCIETY & EMPLOYEES – LOST-TIME INCIDENT RATE (UNTIL 2027) C.15



Schematic illustration.

Within the "Environment & Resources" area, specific CO₂ emissions are to be reduced from an initial value of 271.6 kg per tonne in the starting year 2020 to a target value of 254.6 kg per tonne as of December 31, 2027. The LTI value is calculated by dividing the CO₂ emissions (Scope 1 and Scope 2) of all potash and rock salt producing sites in kilograms by the primary production volume of the Hattorf, Wintershall, Unterbreizbach, Bethune, Zielitz, and Neuhof-Ellers sites. **C.16**

REDUCTION IN SPECIFIC CO₂ EMISSIONS C.16



Schematic illustration.

For the area "Business Ethics & Human Rights", a sustainability risk assessment is to be available for more than 90% of the relevant suppliers by December 31, 2027. This includes suppliers with annual revenues of at least €5,000 whose registered office is in a country that has a relative value of ≤ 75% in the ranking of the Sustainability Development Report. Included are consolidated and non-consolidated K+S Group companies that are managed via the SAP system. **C.17**

SUPPLY CHAINS (UNTIL 2027) C.17



Schematic illustration.

The three targets from the three fields of action carry equal weight.

Following the regular review of the upper caps for pensions, the limit for the Chairman of the Board of Executive Directors is to be adjusted from €340 thousand to €360 thousand and for an ordinary member of the Board of Executive Directors from €255 thousand to €270 thousand with effect from January 1, 2023.

REMUNERATION OF THE SUPERVISORY BOARD

OVERVIEW OF THE REMUNERATION SYSTEM

The provisions of the remuneration system for the Supervisory Board, as established in Article 12 of K+S Aktiengesellschaft's Articles of Association, were passed at the Annual General Meeting on May 12, 2021 and were applied in full in the 2022 financial year.

REMUNERATION STRUCTURE AND COMPONENTS

An ordinary member of the Supervisory Board receives fixed annual remuneration of €65 thousand. A chair receives twice this amount and a deputy chair 1.5 times this amount.

The members of the Audit Committee receive additional annual remuneration of €20 thousand. Remuneration for membership of the Personnel Committee is €5 thousand. The members of the Nomination Committee receive further annual remuneration of €2.5 thousand if at least two meetings have taken place during the financial year. Remuneration for membership of the Strategy Committee is €15 thousand. The ESG Committee was established in 2022. Its members receive annual remuneration of €5 thousand. Each committee chair receives twice this amount and a deputy chair 1.5 times this amount. The members of the Supervisory Board are entitled to reimbursement by the Company of any expenses that are necessary and reasonable for the performance of their duties, as well as to reimbursement of any value added tax (VAT) payable as a consequence of their activities in their capacity as Supervisory Board members, if relevant.

Ms. Jella Benner-Heinacher, Prof. Dr. Elke Eller, Mr. Gerd Grimmig, Mr. Markus Heldt, and Dr. Rainier van Roessel are ordinary members of the Supervisory Board of Group subsidiary K+S Minerals and Agriculture GmbH. Dr. Andreas Kreimeyer is Chairman of the Supervisory Board of K+S Minerals and Agriculture GmbH.

An ordinary member receives annual remuneration of €5 thousand for a role on the Supervisory Board of the consolidated subsidiary K+S Minerals and Agriculture GmbH. A chair receives twice this amount and a deputy chair 1.5 times this amount. In addition, the members receive an attendance fee of €400 per meeting.

Both Supervisory Boards have a rule where any member who was only on the Supervisory Board or one of its committees for part of a year receives one-twelfth of the relevant annual remuneration for each month that began during their membership.

The remuneration of the Supervisory Board is paid at the end of the first month following the close of the financial year.

REMUNERATION GRANTED AND OWED

Table **c.18** shows the remuneration granted and owed during the financial year to current members of the Supervisory Board or members who left during the financial year, in either case provided that their underlying service had already been performed in full as of December 31.

Due to the higher numbers of in-person meetings, members of the Supervisory Board were reimbursed expenses totaling €21.2 thousand for 2022 (2021: €10.3 thousand). No other remuneration was paid to members of the Supervisory Board for services rendered personally, particularly consultancy or brokerage services, nor were any benefits granted.

In addition to the Supervisory Board remuneration, employee representatives who are employees of the K+S Group receive remuneration that is not related to activities performed for the Supervisory Board.

A member of the family of a Supervisory Board member is employed by the K+S Group. This individual's remuneration is paid in accordance with the internal remuneration guidelines of the K+S Group and corresponds to the usual remuneration of individuals in comparable positions.

REMUNERATION GRANTED AND OWED TO THE SUPERVISORY BOARD

C.18

	Fixed remuneration		Audit Committee		Personnel Committee		Nomination Committee		Strategy Committee		ESG Committee		Remuneration paid by subsidiaries		Total remuneration	
	in		in		in		in		in		in		in		in	
	€ thousand	in %	€ thousand	in %	€ thousand	in %	€ thousand	in %	€ thousand	in %	€ thousand	in %	€ thousand	in %	€ thousand	in %
Members of the Supervisory Board in office as of December 31, 2022																
Dr. Andreas Kreimeyer	130.0	62	20.0	10	10.0	5	5.0	2	30.0	14			13.3	6	208.3	100
Ralf Becker	97.5	71	20.0	15	5.0	4			15.0	11					137.5	100
Petra Adolph	65.0	75	20.0	23							2.1	2			87.1	100
André Bahn	65.0	81							15.0	19					80.0	100
Jella Benner-Heinacher	65.0	67	20.0	20			1.7	2			4.2	4	6.9	7	97.7	100
Philip Freiherr von dem Bussche	65.0	79					2.5	3	15.0	18					82.5	100
Prof. Dr. Elke Eller	65.0	85			5.0	7							6.9	9	76.9	100
Gerd Grimmig	65.0	87					2.5	3					7.4	10	74.9	100
Lars Halbleib (since August 12, 2022)	27.1	76	8.3	24											35.4	100
Markus Heldt	65.0	88									2.1	3	6.9	9	74.0	100
Michael Knackmuß	65.0	93			5.0	7									70.0	100
Thomas Kölbl	65.0	62	40.0	38											105.0	100
Gerd Kübler	65.0	100													65.0	100
Dr. Rainier van Roessel	65.0	89					1.0	1					7.4	10	73.4	100
Peter Trotha	65.0	97									2.1	3			67.1	100
Brigitte Weitz	65.0	100													65.0	100
Total	1,099.6		128.3		25.0		12.7		75.0		10.4		48.8		1,399.8	
Members of the Supervisory Board who left during the financial year																
Axel Hartmann (until May 31, 2022)	27.1	76	8.3	24											35.4	100
Total	27.1		8.3												35.4	

YEAR-ON-YEAR COMPARISON OF REMUNERATION AND EARNINGS

The following comparison illustrates the annual change in the remuneration granted and owed to current and former members of the Supervisory Board, the earnings of K+S Aktiengesellschaft, and the annual change in the average remuneration for employees in Germany on a full-time equivalent basis for the last five years.

C.19

AGE LIMIT AND MAXIMUM TERMS OF OFFICE

Candidates for the Supervisory Board may not be older than 70 at the time of election. In addition, members may serve on the Supervisory Board for a maximum of two terms of office – three in exceptional cases. This does not affect the statutory co-determination rules.

YEAR-ON-YEAR COMPARISON OF REMUNERATION AND EARNINGS FOR MEMBERS OF THE SUPERVISORY BOARD

C.19

	2022	2021	2022 vs. 2021 change		2021 vs. 2020 change		2020 vs. 2019 change ¹		2019 ¹ vs. 2018 change		2018 vs. 2017 change	
	in € thousand	in € thousand	in € thousand	in %	in € thousand	in %	in € thousand	in %	in € thousand	in %	in € thousand	in %
Remuneration granted and owed to members of the Supervisory Board in office at December 31, 2022												
Dr. Andreas Kreimeyer	208.3	198.3	10.0	5	-75.0	-27	51.8	23	-26.8	-11	52.3	27
Ralf Becker	137.5	137.5	0.0	0	-67.5	-33	47.5	30	-2.6	-2	38.3	31
Petra Adolph	87.1	85.0	2.1	2	-43.5	-34	25.3	24	25.1	32	78.2	-
André Bahn	80.0	80.0	0.0	0	-45.0	-36	41.3	49	14.8	22	68.9	-
Jella Benner-Heinacher	97.7	89.6	8.2	9	-41.2	-32	17.0	15	-15.1	-12	5.1	4
Philip Freiherr von dem Bussche	82.5	82.5	0.0	0	-43.3	-34	30.8	32	-18.5	-16	-2.3	-2
Prof. Dr. Elke Eller	76.9	72.1	4.9	7	-48.2	-40	23.8	25	23.3	32	73.2	-
Gerd Grimmig	74.9	74.1	0.8	1	-35.7	-32	26.0	31	14.8	22	68.9	-
Lars Halbleib (since Aug. 12, 2022)	35.4	0.0	35.4	-	-	-	-	-	-	-	-	-
Markus Heldt (since May 12, 2021)	74.0	45.4	28.6	63	45.4	-	-	-	-	-	-	-
Michael Knackmuß	70.0	70.0	0.0	0	-51.8	-43	26.0	27	-13.8	-13	5.8	6
Thomas Kölbl	105.0	105.0	0.0	0	-39.3	-27	26.0	22	-12.0	-9	49.1	60
Gerd Kübler	65.0	65.0	0.0	0	-44.8	-41	6.0	6	0.0	0	0.0	0
Dr. Rainier van Roessel	73.4	67.1	6.4	10	3.5	5	63.6	-	-	-	-	-
Peter Trotha (since August 17, 2021)	67.1	27.1	40.0	148	27.1	-	-	-	-	-	-	-
Brigitte Weitz	65.0	65.0	0.0	0	19.6	43	45.4	-	-	-	-	-
Remuneration granted and owed to members of the Supervisory Board who left in the financial year												
Axel Hartmann (until May 31, 2022)	35.4	85.0	-49.6	-58	-44.3	-34	26.8	26	-18.5	-15	-0.8	-1
Employees												
Average employee remuneration in Germany	78.1	78.3	-0.2	0	5.3	7	-0.4	0	3.5	5	-0.1	0
Earnings												
K+S AG net income (in € million)	1,508.3	1,152.4	355.9	31	1,755.8	-291	-891.6	-309	213.7	287	186.9	-166
K+S Group EBITDA (in € million) ²	2,422.9	1,067.3	1,355.6	127	800.4	300	-143.5	-35	-195.9	-32	29.6	5

¹ Incorporates a waiver of 20% of fixed remuneration.

² Change in presentation of reversals of mining provisions recognized in the income statement in the 2022 financial year. For comparability, this change in presentation was also applied to the 2021 financial year (EBITDA 2021 without change: €969.1 million).

ATTENDANCE OF MEETINGS BY MEMBERS OF THE SUPERVISORY BOARD OF K+S AKTIENGESELLSCHAFT IN THE 2022 FINANCIAL YEAR

C.20

Supervisory Board members	Meetings, incl. committee meetings	Total number of full Board meetings	Attendance at full Board meetings	Total number of committee meetings	Attendance at committee meetings	Attendance as a percentage of total
Dr. Andreas Kreimeyer	30	7	7	23	23	100%
Ralf Becker	24	7	7	17	16	96%
Petra Adolph	15	7	7	8	8	100%
André Bahn	10	7	7	3	3	100%
Jella Benner-Heinacher	18	7	7	11	11	100%
Philip Freiherr von dem Bussche	16	7	7	9	9	100%
Prof. Dr. Elke Eller	15	7	7	8	7	93%
Gerd Grimmig	13	7	7	6	6	100%
Lars Halbleib (since August 12)	6	4	4	2	2	100%
Axel Hartmann (until May 31)	6	3	3	3	3	100%
Markus Heldt	9	7	7	2	2	100%
Michael Knackmuß	15	7	7	8	8	100%
Thomas Kölbl	13	7	7	6	5	92%
Gerd Kübler	7	7	7	–	–	100%
Dr. Rainier van Roessel	10	7	7	3	3	100%
Peter Trotha	9	7	7	2	2	100%
Brigitte Weitz	7	7	6	–	–	86%
Total	223	112	99%	111	97%	98%

ATTENDANCE AT MEETINGS

Table **c.20** below provides an individualized overview of members' attendance of meetings of the Supervisory Board and its committees in 2022.

OUTLOOK ON CHANGES TO THE REMUNERATION OF THE SUPERVISORY BOARD

In light of the difficult economic environment, the fixed remuneration of the Supervisory Board was significantly reduced from €100 thousand to €65 thousand (–35%) effective January 1, 2021. Reflecting the improved earnings situation, the remuneration was raised to a market-based level effective January 1, 2023. At €85 thousand, however, it is below the original remuneration level.

The Chairman of the Supervisory Board receives double and a Deputy Chairman 1.5 times the remuneration of an ordinary member of the Supervisory Board.