

# Sperrfrist: 03.09.2009, 11 Uhr

## Struktur/Entwicklung der durchschnittlichen Vorstandsvergütung\* (inkl. Vorsitzende) im MDAX nach Vergütungskomponenten

Gesellschaft	Ø - Fixvergütung pro Vorstand inkl. VoVo		Veränderung 2007 - 2008 in %	Ø - variable Barvergütung pro Vorstand inkl. VoVo		Veränderung 2007 - 2008 in %	Ø - Barvergütung pro Vorstand inkl. VoVo		Veränderung 2007 - 2008 in %	Ø - aktienkursbasierte Vergütung pro Vorstand inkl. VoVo		Veränderung 2007 - 2008 in %	Ø - Gesamtvergütung pro Vorstand inkl. VoVo (ohne Pensionen)		Veränderung 2007 - 2008 in %
	2007	2008		2007	2008		2007	2008		2007	2008		2007	2008	
Arcandor	881	964	9,35%	1.431	2.026	41,57%	2.312	2.989	29,29%	0	0	k.A.	2.312	2.989	29,29%
Aurubis	310	354	14,31%	459	557	21,35%	769	911	18,51%	16	25	61,94%	785	937	19,38%
Bauer	243	260	6,89%	114	158	38,16%	357	417	16,88%	0	0	k.A.	357	417	16,88%
Bilfinger	486	489	0,50%	552	525	-4,90%	1.038	1.014	-2,37%	258	145	-43,71%	1.296	1.158	-10,58%
Celesio	392	551	40,52%	1.409	905	-35,75%	1.800	1.456	-19,15%	0	116	k.A.	1.800	1.572	-12,71%
Continental	506	569	12,64%	1.293	210	-83,78%	1.799	779	-56,68%	683	632	-7,45%	2.482	1.411	-43,14%
Demag Cranes	850	516	-39,22%	468	829	77,08%	1.318	1.345	2,09%	531	159	-70,00%	1.849	1.504	-18,63%
Deutsche Euroshop	259	272	5,22%	135	175	29,63%	394	447	13,60%	0	0	k.A.	394	447	13,60%
Deutsche Postbank	511	497	-2,66%	692	1.369	97,70%	1.203	1.866	55,09%	0	0	k.A.	1.203	1.866	55,09%
Douglas Holding	541	361	-33,35%	616	430	-30,18%	1.157	791	-31,66%	0	0	k.A.	1.157	791	-31,66%
EADS	1.172	900	-23,19%	813	1.546	90,09%	1.985	2.446	23,21%	209	464	122,69%	2.193	2.910	32,67%
ErlingKlinger	250	254	1,46%	820	224	-72,73%	1.070	477	-55,40%	0	19	k.A.	1.070	496	-53,62%
Fielmann	489	521	6,47%	744	1.058	42,23%	1.233	1.579	28,05%	44	0	-100,00%	1.277	1.579	23,61%
Fraport	351	342	-2,57%	399	414	3,65%	750	756	0,73%	309	224	-27,25%	1.059	980	-7,42%
Fuchs Petrolub	259	269	3,86%	1.063	854	-19,67%	1.322	1.123	-15,06%	0	0	k.A.	1.322	1.123	-15,06%
GAGFAH	329	332	0,95%	371	254	-31,71%	700	585	-16,38%	43	273	537,40%	743	859	15,57%
GEA	766	820	6,98%	1.265	1.058	-16,34%	2.031	1.878	-7,54%	0	0	k.A.	2.031	1.878	-7,54%
Gerresheimer	434	475	9,38%	400	475	18,75%	834	950	13,87%	244	110	-55,12%	1.079	1.060	-1,76%
Gildemeister	352	360	2,42%	1.000	1.500	50,00%	1.352	1.860	37,62%	692	198	-71,37%	2.043	2.058	0,73%
Hamburger Hafen und Logistik	260	303	16,22%	321	413	28,62%	582	716	23,07%	0	0	k.A.	582	716	23,07%
HeidelbergCement	814	814	0,02%	3.426	371	-89,16%	4.240	1.186	-72,04%	0	0	k.A.	4.240	1.186	-72,04%
Heidelberg Druckmaschinen	379	381	0,40%	275	109	-60,34%	654	490	-25,14%	136	0	-100,00%	790	490	-38,03%
HOCHTIEF	552	598	8,37%	782	592	-24,33%	1.334	1.190	-10,81%	1.087	1.995	83,50%	2.421	3.185	31,55%
Hugo Boss	417	898	115,38%	1.239	788	-36,41%	1.656	1.686	1,82%	657	14	-97,94%	2.313	1.699	-26,53%
Hypo Real Estate	613	669	9,12%	1.049	127	-87,91%	1.662	795	-52,14%	0	0	k.A.	1.662	795	-52,14%
IVG Immobilien	338	364	7,78%	1.502	106	-92,92%	1.839	470	-74,44%	351	93	-73,58%	2.190	563	-74,30%
Klöckner	1.480	988	-33,24%	0	0	k.A.	1.480	988	-33,24%	1.400	753	-46,18%	2.880	1.741	-39,53%
Krones	467	467	0,09%	513	457	-10,81%	980	925	-5,61%	0	0	k.A.	980	925	-5,61%
KUKA	356	433	21,72%	795	349	-56,08%	1.151	783	-32,02%	167	200	19,80%	1.318	982	-25,47%
LANXESS	531	576	8,33%	510	828	62,26%	1.042	1.404	34,74%	122	276	125,64%	1.164	1.679	44,28%
Leoni	380	352	-7,37%	814	215	-73,58%	1.193	567	-52,51%	365	-295	-180,82%	1.558	272	-82,57%
MLP	615	431	-29,99%	431	216	-49,82%	1.046	647	-38,16%	314	407	29,39%	1.361	1.054	-22,56%
MTU Aero Engines Holding	848	724	-14,65%	617	638	3,38%	1.465	1.361	-7,06%	113	87	-22,28%	1.577	1.449	-8,15%
Pfleiderer	515	546	6,18%	552	515	-6,72%	1.067	1.061	-0,50%	253	382	50,79%	1.320	1.444	9,35%
Praktiker	364	445	22,35%	269	201	-25,17%	633	646	2,14%	2	104	5445,41%	635	751	18,28%
Premiere	733	661	-9,79%	0	0	0,00%	733	661	-9,79%	0	0	k.A.	733	661	-9,79%
ProSiebenSat.1 Media	715	751	5,01%	614	508	-17,39%	1.330	1.259	-5,34%	0	26	k.A.	1.330	1.284	-3,40%
Puma	1.732	960	-44,57%	2.132	1.145	-46,31%	3.864	2.105	-45,53%	0	781	k.A.	3.864	2.885	-25,33%
Rational	440	418	-4,87%	373	392	5,28%	812	811	-0,21%	0	0	k.A.	812	811	-0,21%
Rheinmetall	578	561	-2,89%	695	189	-72,76%	1.273	750	-41,04%	675	526	-22,08%	1.947	1.276	-34,47%
RHÖN-KLINIKUM	283	242	-0,41%	858	939	9,54%	1.100	1.181	7,35%	0	0	k.A.	1.100	1.181	7,35%
SGL Carbon	341	393	3,39%	916	719	-21,53%	1.296	1.112	-14,21%	459	417	-9,16%	1.756	1.529	-12,89%
STADA Arzneimittel	557	605	8,63%	976	547	-43,94%	1.532	1.152	-24,84%	0	0	k.A.	1.532	1.152	-24,84%
Südzucker	608	535	-11,96%	181	149	-17,75%	788	683	-13,29%	0	0	k.A.	788	683	-13,29%
Symrise	413	432	4,40%	438	115	-73,81%	852	546	-35,85%	0	8	k.A.	852	554	-34,91%
Tognum	486	404	-17,00%	383	241	-37,12%	869	645	-25,87%	38	246	542,33%	908	891	-1,90%
TUI	889	1.096	23,25%	1.649	1.218	-26,14%	2.538	2.314	-8,83%	194	606	212,16%	2.732	2.919	6,86%
Vossloh	459	333	-27,38%	895	1.025	14,47%	1.355	1.358	0,28%	0	0	k.A.	1.355	1.358	0,28%
Wacker Chemie	641	680	6,23%	1.141	1.119	-1,89%	1.781	1.800	1,03%	0	0	k.A.	1.781	1.800	1,03%
WINCOR NIXDORF	462	460	-0,39%	654	421	-35,65%	1.117	881	-21,05%	338	406	20,19%	1.454	1.287	-11,47%
Ø MDAX	536	544	1,45%	817	598	-26,76%	1.353	1.142	-15,58%	178	187	5,32%	1.530	1.329	-13,16%