

Supervisory Board Remuneration

Remuneration for Supervisory Board members consists of fixed short-term compensation. Members receive additional remuneration for their work on the Committees (Personnel Committee, Audit Committee, Strategy Committee, Mediation Committee and Nominating Committee).

The fixed annual compensation per Supervisory Board member was €66,000 (2019: €66,000).

For committee work, members of the Supervisory Board receive €2,000 each time they attend a meeting of one of their committees in person. Attendance compensation is paid only once for multiple committee sessions occurring on the same day or for a session that takes place over consecutive days. The attendance compensation is €4,000 for the committee chairs. This policy took effect on January 1, 2017.

Performance-based or share-based remuneration components are not granted. Software AG did not grant any advances or loans to Supervisory Board members in fiscal 2020 or in fiscal 2019. It also did not enter any contingent liabilities for these individuals.

Total remuneration paid to the members of the Supervisory Board in fiscal year 2020 was €606 thousand (2019: €618 thousand). Supervisory Board remuneration is commensurate with the Supervisory Board's duties and the Company's position.

Remuneration of the chair/ deputy chair

The chair of the Supervisory Board receives 2.2-times the remuneration stated, and the deputy chair 1.5-times such amount.

Other arrangements

Remuneration is payable one week after approval of the financial statements for the year by the Supervisory Board or, if applicable, the Annual Shareholders' Meeting. Members of the Supervisory Board who were on the Board for only a part of the fiscal year will receive remuneration for each day during the first month of activity and one-twelfth of the annual remuneration for each additional month.

Remuneration of Supervisory Board members for fiscal year 2020 was as follows:

Supervisory Board Remuneration

in €	Fixed remuneration	Remuneration for committee work	Total
Dr. Andreas Bereczky (chair) (until June 26, 2020)	70,423.98	20,000.00	90,423.98
Karl-Heinz Streibich (chair) (since June 26, 2020)	74,776.02	8,000.00	82,776.02
Guido Falkenberg (deputy chair)	99,000.00	12,000.00	111,000.00
Ralf Dieter (since June 26, 2020)	33,989.10	16,000.00	49,989.10
Eun-Kyung Park (until June 26, 2020)	32,010.90	4,000.00	36,010.90
Ursula Soritsch-Renier (since June 26, 2020)	33,989.10	8,000.00	41,989.10
Alf Henryk Wulf (until June 26, 2020)	32,010.90	10,000.00	42,010.90
Markus Ziener	66,000.00	10,000.00	76,000.00
Christian Zimmermann	66,000.00	10,000.00	76,000.00

The Supervisory Board's total remuneration is included in the Notes to the Consolidated Financial Statements and the Notes to the financial statements for Software AG (parent company).

Remuneration of Supervisory Board members for fiscal year 2019 was as follows:

Prior-Year Supervisory Board Remuneration

in €	Fixed remuneration	Remuneration for committee work	Total
Dr. Andreas Bereczky (chair)	145,200.00	44,000.00	189,200.00
Guido Falkenberg (deputy chair)	99,000.00	18,000.00	117,000.00
Eun-Kyung Park	66,000.00	8,000.00	74,000.00
Alf Henryk Wulf	66,000.00	22,000.00	88,000.00
Markus Ziener	66,000.00	14,000.00	80,000.00
Christian Zimmermann	66,000.00	4,000.00	70,000.00

Members of the Supervisory Board are insured under the Company's director & officer (D&O) insurance policy. The deductible is equal to 10 percent of damages, but no more than 1.5-times annual remuneration.