

Remuneration Report

1. Main Features of the Remuneration Plan for the Executive Board

General Information

The full Supervisory Board is responsible for establishing the remuneration paid to members of the Executive Board of Sartorius AG. The total value of the remuneration of an Executive Board member reflects the scope of the responsibilities of the Executive Board member concerned, the Executive Board member's personal performance, the company's economic situation and sustainable progress. In addition, the extent to which this amount of remuneration is typical is considered, taking into account peer companies and the remuneration structure in place in other areas of the company and in similar companies.

Remuneration is comprised of both fixed non-performance-based components and of variable performance-based components, and is reviewed regularly to ensure that it remains appropriate. The variable performance-based remuneration components consist of those to be paid annually and of multi-year components intended to have a long-term incentive. Fixed non-performance-based remuneration is paid in the year in which it is granted. For 100% target achievement, the variable annual and long-term performance-based components generally represent at least half of total remuneration, which excludes pension commitments under a defined benefit plan as well as fringe benefits.

Variable Performance-Based Remuneration

The portion of the variable performance-based remuneration is comprised of components to be paid annually (with the subordinate targets of sales revenue | order intake, underlying EBITDA and the ratio of net debt to underlying EBITDA) as well as components providing a long-term incentive (with the subordinate targets of Group annual net profit and the phantom stock plan). The components to be annually paid and those providing a long-term incentive each account for half of the total target achievement possible. A cap is provided for all performance-based components to be paid out.

For the Executive Board Chairman and the Chief Financial Officer on this board, the subordinate targets are weighted as follows within the components to be paid annually:

- Group sales revenue | Group order intake, 30%;
- Group underlying EBITDA, 40%; and
- Group ratio of net debt to underlying EBITDA, 30%.

For Executive Board members with division responsibility, the subordinate targets of the components to be paid annually are weighted as follows:

- Group sales revenue | Group order intake, 9%;
- Group underlying EBITDA, 12%;
- Group ratio of net debt to underlying EBITDA, 9%;
- Sales revenue | Order take of the respective division, 30%;
- Underlying EBITDA of the respective division, 40%;

Within the components with a long-term incentive, the subordinate targets comprised of Group net profit and of the phantom stock plan are each weighted at 50% for all Executive Board members.

Multi-year Components as Long-term Incentives

Weighted components determined by multi-year assessment depend on the development of consolidated net profit in a multi-year period, on the one hand, and on the development of Sartorius AG's share prices, on the other hand. Multi-year components providing a long-term incentive are based on a three-year average of consolidated net profit and on a four-year average of share prices, respectively. These components are paid out after two fiscal years for net profit and at the earliest after three fiscal years for share prices.

a) Consolidated Net Profit

For this subordinate target, the basis for assessment is the consolidated net profit after non-controlling interest excluding amortization (impairment of the value of intangible assets due to business combinations pursuant to IFRS 3). Target achievement

for assessing annual variable remuneration in the particular year under review is based on the average taken over a period of three fiscal years, beginning with the particular year under review. To smooth the amounts to be paid out, a partial payment amounting to 50% of the target achievement for the first fiscal year of each respective average period will be effected. Any overpayments as a result of these partial payments will be offset against other remuneration components once the total target achievement has been determined after the third fiscal year of an average period. A cap for this component is provided as well.

b) Phantom Stock Plan

Through the issue of shadow shares, called phantom stock, Executive Board members are treated as if they were owners of a certain number of shares in Sartorius AG, without, however, being entitled to receive dividends. The development of the value of this phantom stock is linked with the development of the Sartorius share; both increases and decreases in the share price are taken into account. Later, the value of this phantom stock is assessed based on the share price at the time, and its equivalent is paid out, provided that the associated conditions are met. Phantom stock cannot be traded and does not entail any share subscription rights.

According to the Sartorius phantom stock plan, each Executive Board member is credited at the beginning of every year with phantom stock units valued at an agreed monetary sum. The value of this phantom stock can be paid out only as an entire annual tranche. Payment can be requested, at the earliest, after a period of four years and no later than after eight years.

An Executive Board member is entitled to receive payment for phantom stock units only if the share price at the time of such payment request has appreciated at least 7.5% per year relative to the time the phantom stock was assigned or if the share price outperformed the TecDAX as a comparative index. The phantom stock plan rules out subsequent changes to the parameters used for comparative stock valuation.

The amount to be paid is capped at a maximum of 2.5 times the share price at the time the phantom stock was assigned, based in each case on the actual annual tranche concerned.

Assignment of this phantom stock and later payment of its monetary equivalent depend on the mean value calculated from the average prices of the Sartorius AG preference share, with said prices quoted in the closing auction of Xetra trading on the Frankfurt Stock Exchange over the last 20 days of

trading of the previous year or over the last 20 days of trading prior to submission of a payment request. This serves to compensate for any short-term fluctuations in the share prices.

Payment for phantom stock is blocked for the four weeks preceding the scheduled publication date of quarterly and preliminary year-end results and for 20 days of trading on the stock exchange following the actual publication of quarterly and preliminary year-end results. These blackout periods are intended to prevent Executive Board members' profiting from their insider knowledge.

Pension Commitments

According to the company's remuneration policy, Executive Board members of Sartorius AG receive performance-related benefit commitments under a defined benefit plan when reappointed for the first time. In addition to including a basic pension, these commitments provide for the Executive Board member to make his own contribution from his variable earnings and for the company to match this contribution by a bonus amount. An Executive Board member may choose to receive such defined benefits in the form of a retirement pension for old age or as a one-time payment to cover the member's retirement pension for old age and invalidity as well as in the form of survivor's benefits for the surviving spouse and children of the decedent.

Beyond such commitments, an Executive Board member is additionally entitled under a former company pension scheme to receive performance-based retirement benefits based on the salary of a German federal civil servant classified as grade 10 of salary class B for ministry officials according to the Federal Civil Service Remuneration Act (Bundesbesoldungsgesetz). Such benefits are paid in the form of a retirement pension or old age and invalidity as well as in the form of survivors' benefits for the surviving spouse and children of the decedent.

After a member has turned 65, this shall be considered the regular age limit at which this member shall automatically be entitled to receive all such benefits.

Other Remuneration Components

The remuneration system provides that the Supervisory Board of Sartorius AG at its discretion may grant an Executive Board member special compensation based on that member's exceptional performance.

Early Termination of Executive Board Duties

In the event of any early termination of Executive Board duties, the employment contracts of Executive Board members provide for severance to be capped to a maximum of two annual salaries.

Non-Competition Clause

The employment contracts provide for a post-contractual non-competition clause for a duration of two years upon termination of employment with the company. In the event that this non-competition clause is not waived or is nullified, half of the remuneration last paid shall be granted for the duration of the non-competition period.

Fringe Benefits

Beyond the remuneration components stated above, the members of the Executive Board are each entitled to use a company car, reclaim expenses incurred on business travel and to be covered by accident insurance and D&O insurance as fringe benefits. D&O insurance provides for the application of a deductible or excess in the amount required by law.

Share-Based Payment

As a rule, the remuneration policy for Executive Board members does not provide for the transfer of Sartorius AG shares as compensation for members. Exceptions to this policy rule were made in December 2014 and in December 2019 for Dr. Kreuzburg, who was granted entitlement to receive share-based remuneration due to the third and fourth extensions of his appointment as a member of the Executive Board and as its Chairman and CEO; please refer to Section 3 in this chapter.

2. Remuneration of the Executive Board Members in the Reporting Year

In 2019, the total remuneration for active service provided by all Executive Board members totaled €9,405K relative to €5,703K in 2018. Of this aggregate total, €2,400K accounted for non-performance-based components as "fixed remuneration" (2018: €2,022K) and €7,005K for variable performance-based components and multi-year components with a long-term incentive (2018: €1,719K). Furthermore, as part of the pension commitments to the Executive Board members, the pension service cost totaling €308K in the reporting year was expensed, following on €393K in the prior year.

Total Remuneration of the Executive Board Pursuant to § 314, Subsec. 1, No. 6, of the German Commercial Code (HGB)

€ in K	Executive Board (total)		Dr. Joachim Kreuzburg		Dr. René Fäber		Rainer Lehmann		Gerry Mackay	
	2019	2018	2019	2018	2019	2018	2019	2018	2019	2018
Fixed remuneration	2,163	1,277	888	863	425	0	425	414	425	0
Fringe benefits ¹⁾	237	189	15	15	11	0	151	174	60	0
Fixed remuneration	2,400	1,466	903	878	436	0	576	588	485	0
Variable performance-based remuneration (1 year) ²⁾	1,184	673	495	455	242	0	237	218	210	0
Variable multi-year components w/ long-term incentive										
Consolidated net profit (3 years) ³⁾	281	189	201	189	0	0	80	0	0	0
Phantom stock plan (4-8 years) ⁴⁾	540	320	222	216	106	0	106	104	106	0
Shares granted ⁴⁾	5,000	0	5,000	0	0	0	0	0	0	0
	7,005	1,182	5,918	860	348	0	423	322	316	0
Remuneration former Executive Board Members	0	3,055								
Total remuneration	9,405	5,703	6,821	1,738	784	0	999	910	801	0

¹⁾ The amounts contributed to D&O insurance totaling €172 K (2018: €159 K) are not included as these refer to the executive bodies of all companies of the Sartorius Group and are not allocated to the individual insurees.

²⁾ Amount corresponds to actual target achievement

³⁾ Amount corresponds to actual target achievement of the plan in which a fiscal year ended; i.e., for 2019, consolidated net profits for 2017–2019 (2017: consolidated net profits for 2016–2018)

⁴⁾ Fair value at the time granted.

For the stock granted to Dr. Kreuzburg in fiscal 2019, this fair value amount is derived from the number of shares granted (13,785 ordinary shares and 13,785 preference shares) and their stock market prices at the time granted (€171.50 and €191.20, resp.). Due to the structure of stock granted, expected dividends are not to be considered in their valuation.

As part of the remuneration component based on the consolidated net profit of three consecutive fiscal years, each Executive Board member receives a partial compensation payment of 50% of his respective target achievement for the first fiscal year under review. Once the total target achievement has been determined after the third fiscal year, final payment is then effected by deducting the particular partial payment already made. The amounts of the partial payments made in total at the end of the reporting year are shown as follows:

	2019 € in K	2018 € in K
Balance as of Jan. 1 of a fiscal year	354	391
Partial payments deducted	-169	-222
Partial payments effected	190	185
Balance as of Dec. 31 of a fiscal year	375	354

3. Disclosures on Share-Based Payments

For multi-year components with a long-term incentive, the phantom stock plan must be generally classified as share-based payment just as is the share-based payment agreed to be granted to Dr. Kreuzburg in December 2014 in connection with the third extension of his appointment as a member of the Executive Board and its Chairman and CEO. Since December 18, 2015, Dr. Kreuzburg has held 100,000 ordinary shares and 100,000 preference shares. These shares transferred to him are subject to a holding period that ended on November 10, 2019.

The amount resulting since December 16, 2014, for the shares granted are to be spread as an employee benefits expense over the full vesting period and recognized as such in profit or loss. In fiscal 2019, an amount of €437 K was accordingly recognized as an employee benefits expense resulting from the grant of shares.

The fourth term of Dr. Kreuzburg as a member and Chairman, as well as CEO, of the Executive Board of the company will expire on November 10, 2020. By resolution passed by the Supervisory Board on December 5, 2019, Dr. Kreuzburg was reappointed as a member and Chairman, as well as CEO, of the Executive Board of the company for the term from November 11, 2020, to November 10, 2025. Due to Dr. Kreuzburg's special achievements in developing the Sartorius Group since the start of his tenure on the Executive Board on November 11, 2002, the company wished to continue this successful collaboration with

him. The new remuneration agreement therefore provides that 13,785 ordinary shares and 13,785 preference shares shall be transferred as a supplementary compensation component to Dr. Kreuzburg. This share-based payment is subject to the rules of IFRS 2 and is deemed to have been granted upon the resolution approved by the Supervisory Board on December 5, 2019. The following basic structure has been agreed upon: The transfer of the shares granted shall be effected at the time to be determined by Dr. Kreuzburg, but no earlier than on November 11, 2020. The shares granted shall be subject to a holding period that will end on November 10, 2024. Should Dr. Kreuzburg leave the company prior to November 11, 2022, at his own request, his entitlements to be granted said shares by transfer shall lapse in their entirety. If Dr. Kreuzburg leaves the company after November 11, 2022, and before November 11, 2024, at his own request, half of his entitlements to be granted said shares shall lapse. Shares already transferred and for which his entitlements have lapsed shall be returned to the company. This remuneration component is to be included in his total remuneration at fair value as of the grant date of these shares. This respective fair value is to be derived from the number of shares granted and the price of each class of share on the grant date and amounts to €5,000 K. Considering the conditions agreed, the amount resulting as of December 5, 2019, is to be spread as an employee benefits expense over the full vesting period of the plan and recognized as such in profit or loss. In fiscal 2019, an amount of €94 K was accordingly recognized as an employee benefits expense resulting from the grant of shares.

The employee benefits expense recognized in profit or loss in connection with the share-based payments is summarized as follows:

	2019 € in K	2018 € in K
Executive Board (total)		
Share-based payments	2,817	1,544
Phantom stock units	2,286	1,040
Shares granted	531	504

	2019 € in K	2018 € in K
Dr. Joachim Kreuzburg		
Share-based payments	1,500	995
Phantom stock units	969	491
Shares granted	531	504

	2019 € in K	2018 € in K
Dr. René Fáber		
Share-based payments	160	0
Phantom stock units	160	0
Shares granted	0	0

	2019 € in K	2018 € in K
Rainer Lehmann		
Share-based payments	378	162
Phantom stock units	378	162
Shares granted	0	0

	2019 € in K	2018 € in K
Gerry Mackay		
Share-based payments	160	0
Phantom stock units	160	0
Shares granted	0	0

	2019 € in K	2018 € in K
Jörg Pfirmann (until Feb. 28, 2017)		
Share-based payments	110	80
Phantom stock units	110	80
Shares granted	0	0

	2019 € in K	2018 € in K
Reinhard Vogt (until Dec. 31, 2018)		
Share-based payments	509	307
Phantom stock units	509	307
Shares granted	0	0

Disclosure of Phantom Stock Units

	Number of phantom stock units	Price on assignment in €	Fair value when granted on Jan. 1 of the particular year € in K	Fair value at year-end on Dec. 31, 2018 € in K	Fair value at year-end on Dec. 31, 2019 € in K	Paid in fiscal 2019 € in K	Change in value in fiscal 2019 € in K	Status
Dr. Joachim Kreuzburg								
Tranche for fiscal 2015	7,360	24.70	182	454	0	454	0	Paid out in 2019
Tranche for fiscal 2016	3,484	57.41	200	359	500	0	141	Not exercisable
Tranche for fiscal 2017	2,950	70.51	208	281	520	0	239	Not exercisable
Tranche for fiscal 2018	2,685	80.32	216	239	493	0	254	Not exercisable
Sum of the tranches from the previous years	16,479		806	1,333	1,513	454	634	
Tranche for fiscal 2019	1,950	113.78	222	0	335		113	Not exercisable
Total sum of tranches	18,429		1,028	1,333	1,848	454	747	
Dr. René Fáber								
Tranche for fiscal 2019	934	113.78	106	0	160	0	54	Not exercisable
Total sum of tranches	934		106	0	160	0	54	
Rainer Lehmann								
Tranche for fiscal 2017	1,182	70.51	83	112	208	0	96	Not exercisable
Tranche for fiscal 2018	1,289	80.32	104	115	237	0	122	Not exercisable
Sum of the tranches from the previous years	2,471		187	227	445	0	218	
Tranche for fiscal 2019	934	113.78	106	0	160	0	54	Not exercisable
Total sum of tranches	3,405		293	227	605	0	272	
Gerry Mackay								
Tranche for fiscal 2019	934	113.78	106	0	160	0	54	Not exercisable
Total sum of tranches	934		106	0	160	0	54	
Reinhard Vogt								
Tranche for fiscal 2015	4,456	24.70	110	275	0	275	0	Paid out in 2019
Tranche for fiscal 2016	2,176	57.41	125	224	312	0	88	Not exercisable
Tranche for fiscal 2017	1,844	70.51	130	176	325	0	149	Not exercisable
Tranche for fiscal 2018	1,673	80.32	134	149	308	0	159	Not exercisable
Sum of the tranches from the previous years	10,149		499	824	945	275	396	
Tranche for fiscal 2019	661	113.78	75	0	113	0	38	Not exercisable
Total sum of tranches	10,810		574	824	1,058	275	434	
Jörg Pfirrmann								
Tranche for fiscal 2015	3,140	24.70	78	194	0	194	0	Paid out in 2019
Tranche for fiscal 2016	1,416	57.41	81	146	203	0	57	Not exercisable
Tranche for fiscal 2017	644	70.51	45	61	114	0	53	Not exercisable
Sum of the tranches from the previous years	5,200		204	401	317	194	110	

The number of phantom stock units granted as well as the particular grant prices were adjusted to the proportions following the stock split executed in 2016.

4. Pension Commitments

The retirement plan for Executive Board members provides for an old age and disability pension for Dr. Kreuzburg and for an old age pension for Messrs. Lehmann and Vogt. To cover such pensions, a benefit contribution amounting to one percent of each pensionable income and of each pensionable bonus is paid into a reinsurance policy. The benefit contribution for Dr. Kreuzburg is 10% and for Mr. Lehmann 9%, of their pensionable income, which equals their respective fixed remuneration.

If an Executive Board member elects to convert a portion of his salary to accrued retirement benefits by paying his own contribution into the reinsurance policy, Sartorius matches this by paying a corresponding additional benefit contribution on the reporting date. This amount matched by the company is 5% of the pensionable bonus earned by Dr. Kreuzburg. This pensionable bonus is comprised of their respective one-year variable remuneration and of their respective multi-year remuneration based on the consolidated net profit. The amount of the retirement benefits that Sartorius will pay later to each Executive Board member and his surviving dependents is dependent on the maturity payment of the insurance policy accrued up to the maturity date, including the policyholders' bonuses

earned by the insurance company. An Executive Board member does not acquire any rights to the reinsurance policy; Sartorius shall be solely vested with such rights at all times.

Furthermore, an earlier pension agreement granted to Dr. Kreuzburg provides that he will receive a monthly pension of 70% of the basic salary of a German federal civil servant classified as grade 10 of salary class B for ministry officials according to the Federal Civil Service Remuneration Act (Bundesbesoldungsgesetz) in the respective version applicable. With each full year of service, 5% of his full pension is vested until after his full pension will have been reached after 20 years. Arrangements for pensions of surviving dependents basically provide for a widow's pension of 60% and an orphan's pension for each child amounting to 20% of his pension.

Furthermore, in continuity with his pension scheme in place, Mr. Mackay was granted 9.5% of his total remuneration in order to pay this amount into the personal pension plan of his choice.

The projected pension payments, the present value of pension obligations and service cost are shown in the following table:

€ in K	Projected pension payment p.a.	Present value of the obligation (IFRS)		Service cost (IFRS)	
		Dec. 31, 2019	Dec. 31, 2018	2019	2018
Dr. Joachim Kreuzburg	252	4,416	3,385	270	257
Rainer Lehmann	28	98	62	38	37
Reinhard Vogt	38	861	743	0	99
	318	5,375	4,190	308	393

5. Disclosures Required by the German Corporate Governance Code (DCGK)

The following table shows the benefits granted for the year 2018, including the fringe benefits and the

attainable maximum and minimum remuneration for the variable remuneration components in line with the requirements of the DCGK of lit. 4.2.5 of February 2017:

	Dr. Joachim Kreuzburg				Dr. René Fáber				Rainer Lehmann			
	CEO				Member of the Board, Head of Bioprocess Solutions				CFO			
	as of Jan. 1, 2019				as of Jan. 1, 2019				until Dec. 31, 2018			
Benefits granted € in K	2019 (min)	2019 (max)	2019	2018	2019 (min)	2019 (max)	2019	2018	2019 (min)	2019 (max)	2019	2018
Fixed remuneration	888	888	888	863	425	425	425	0	425	425	425	414
Fringe benefits	15	15	15	15	11	11	11	0	34	34	34	174
Total non-performance-based remuneration	903	903	903	878	436	436	436	0	459	459	459	588
Variable performance-based remuneration (1 year)	0	533	444	432	0	256	213	0	0	256	213	207
Variable multi-year components w/ long-term incentive												
Consolidated net profit (2019 - 2021)	0	266	222		0	127	106		0	127	106	
Consolidated net profit (2018 - 2020)				216				0				104
Phantom stock plan 2019 (holding period 2019 - 2022)	0	555	222		0	265	106		0	265	106	
Phantom stock plan 2018 (holding period 2018 - 2021)				216				0				104
Shares granted	0	5,000	5,000	0	0	0	0	0	0	0	0	0
	903	2,257	1,791	1,742	436	1,084	861	0	459	1,107	884	1,003
Post-employment benefits	270	270	270	257	0	0	0	0	38	38	38	37
Total remuneration	1,173	2,527	2,061	1,999	436	1,084	861	0	497	1,145	922	1,040

	Gerry Mackay				Reinhard Vogt			
	Member of the Board, Head of Lab Products & Services							
	as of Jan. 1, 2019				until Dec. 31, 2018			
Benefits granted € in K	2019 (min)	2019 (max)	2019	2018	2019 (min)	2019 (max)	2019	2018
Fixed remuneration	425	425	425	0	0	0	0	538
Fringe benefits	60	60	60	0	0	0	0	18
Total non-performance-based remuneration	485	485	485	0	0	0	0	556
Variable performance-based remuneration (1 year)	0	256	213	0	0	0	0	269
Variable multi-year components w/ long-term incentive								
Consolidated net profit (2019 - 2021)	0	127	106		0	0	0	
Consolidated net profit (2018 - 2020)				0				135
Phantom stock plan 2019 (holding period 2019 - 2022)	0	265	106		0	188	75	
Phantom stock plan 2018 (holding period 2018 - 2021)				0				134
Shares granted	0	0	0	0	0	0	0	0
	485	1,133	910	0	0	188	75	1,094
Post-employment benefits	81	81	81	0	0	0	0	99
Total remuneration	566	1,214	991	0	0	188	75	1,193

The inflows of the various remuneration components in the reporting year are shown in the following table:

	Dr. Joachim Kreuzburg		Dr. René Fáber		Rainer Lehmann		Gerry Mackay		Reinhard Vogt (until Dec. 31, 2018)	
	CEO		Member of the Board, Head of Bioprocess Solutions		CFO		Member of the Board, Head of Lab Products & Services		until Dec. 31, 2018	
	as of Jan. 1, 2019				as of Jan. 1, 2019					
Benefits received € in K	2019	2018	2019	2018	2019	2018	2019	2018	2019	2018
Fixed remuneration	888	863	425	0	425	414	425	0	506	538
Fringe benefits ¹⁾	15	15	11	0	151	174	60	0	10	18
Total non-performance-based remuneration	903	878	436	0	576	588	485	0	516	556
Variable performance-based remuneration (1 year) ¹⁾	495	455	242	0	237	218	210	0	168	284
Variable multi-year components w/ long-term incentive										
Consolidated net profit (2017-2019) ¹⁾	201		0		80		0		125	
Consolidated net profit (2016-2018) ¹⁾		189		0		0		0		118
Phantom stock plan 2015 ²⁾	454		0		0		0		275	
Phantom stock plan 2014 ²⁾		422		0		0		0		256
	2,053	1,944	678	0	893	806	695	0	1,084	1,214
Post-employment benefits	270	257	0	0	38	37	81	0	71	99
Total remuneration	2,323	2,201	678	0	931	843	776	0	1,155	1,313
Zufluss Ehemalige Vorstände	271	181								

¹⁾ Amount equal to actual target achievement

²⁾ Paid out in the fiscal year

6. Main Features of the Remuneration Plan for the Supervisory Board

The remuneration for Supervisory Board members is defined in the Articles of Association of Sartorius AG and comprises fixed remuneration, meeting attendance fees and reimbursement of out-of-pocket expenses. Members serving as chairperson and vice chairperson of the Supervisory Board receive higher fixed remuneration.

Members and chairpersons of Supervisory Board committees are entitled to receive additional annual fixed amounts and meeting attendance fees and reimbursement of their out-of-pocket expenses. These amounts do not apply in relation to the Nomination Committee or to the committee pursuant to Section 27, Subsection 3, of the German Codetermination Law (MitBestG).

7. Remuneration of the Supervisory Board Members

	2019 € in K	2018 € in K
Remuneration for the Supervisory Board Members		
Total remuneration	1,024	882
Fixed remuneration	675	600
Compensation for committee work	120	80
Meeting attendance fee	174	151
Total remuneration for the Sartorius Stedim Biotech subgroup	55	51
Remuneration from Sartorius Stedim Biotech S.A., Aubagne	55	882

	2019 € in K	2018 € in K
Dr. Lothar Kappich (Chairman)		
Total remuneration	246	221
Fixed remuneration	135	120
Compensation for committee work	33	24
Meeting attendance fee	23	26
Remuneration from Sartorius Stedim Biotech S.A., Aubagne	55	51

	2019 € in K	2018 € in K
Manfred Zaffke¹⁾ (Vice Chairman)		
Total remuneration	137	122
Fixed remuneration	90	80
Compensation for committee work	24	16
Meeting attendance fee	23	26

	2019 € in K	2018 € in K
Annette Becker¹⁾		
Total remuneration	56	46
Fixed remuneration	45	40
Meeting attendance fee	11	6

	2019 € in K	2018 € in K
Uwe Bretthauer¹⁾		
Total remuneration	92	82
Fixed remuneration	45	40
Compensation for committee work	24	16
Meeting attendance fee	23	26

	2019 € in K	2018 € in K
Michael Dohrmann¹⁾		
Total remuneration	56	46
Fixed remuneration	45	40
Meeting attendance fee	11	6

	2019 € in K	2018 € in K
Dr. Daniela Favoccia		
Total remuneration	53	46
Fixed remuneration	45	40
Meeting attendance fee	8	6

	2019 € in K	2018 € in K
Petra Kirchhoff		
Total remuneration	56	46
Fixed remuneration	45	40
Meeting attendance fee	11	6

	2019 € in K	2018 € in K
Karoline Kleinschmidt¹⁾		
Total remuneration	56	46
Fixed remuneration	45	40
Meeting attendance fee	11	6

	2019 € in K	2018 € in K
Dr. Guido Oelkers		
Total remuneration	53	46
Fixed remuneration	45	40
Meeting attendance fee	8	6

	2019 € in K	2018 € in K
Ilke Hildegard Panzer		
Total remuneration	56	46
Fixed remuneration	45	40
Meeting attendance fee	11	6

	2019 € in K	2018 € in K
Prof. Dr. Thomas Scheper		
Total remuneration	45	45
Fixed remuneration	40	40
Meeting attendance fee	5	5

	2019 € in K	2018 € in K
Prof. Dr. Klaus Rüdiger Trützschler		
Total remuneration	107	90
Fixed remuneration	45	40
Compensation for committee work	39	24
Meeting attendance fee	23	26

¹⁾ The employee representatives declared that they donate their Supervisory Board remuneration to the foundation Hans-Böckler-Stiftung according to the guidelines of the German Trade Union Association.

Beyond their Supervisory Board remuneration, the employee representatives who are employees within the Sartorius Group receive compensation that is not related to their service on the Supervisory Board.

Remuneration of Former Managing Directors

	2019 € in K	2018 € in K
Remuneration of Former Managing Directors		
Remuneration of former managing directors and members of the Executive Board as well as their surviving dependents	499	608
Retirement benefits and pension obligations to former managing directors and members of the Executive Board as well as their surviving dependents	9,537	8,531

Any circumstances beyond the disclosures made above and required to be reported according to Section 289a, Subsection 1, and Section 315a, Subsection 1, of the German Commercial Code "HGB" do not exist or are unknown.