



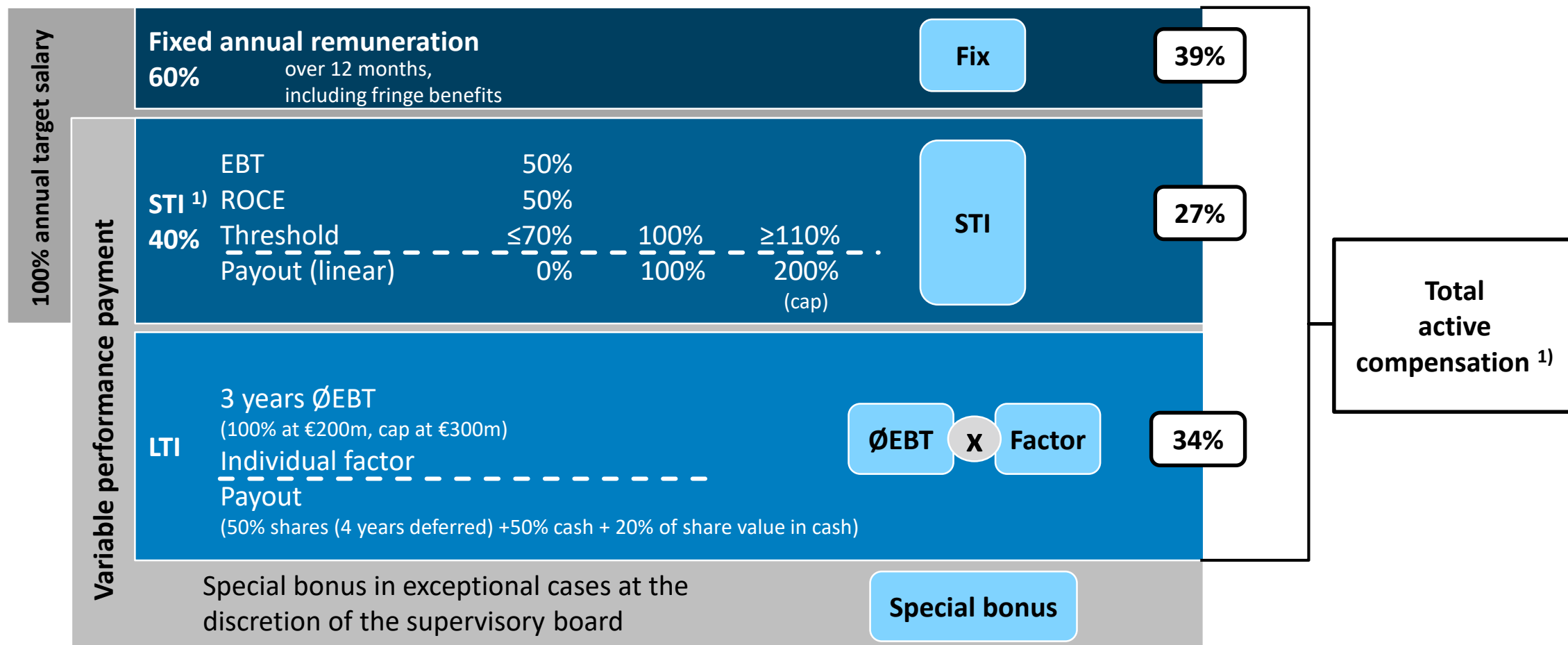
Rheinmetall Group

Additional information for the Executive Board remuneration

March 2020

Active board remuneration

Current remuneration policy

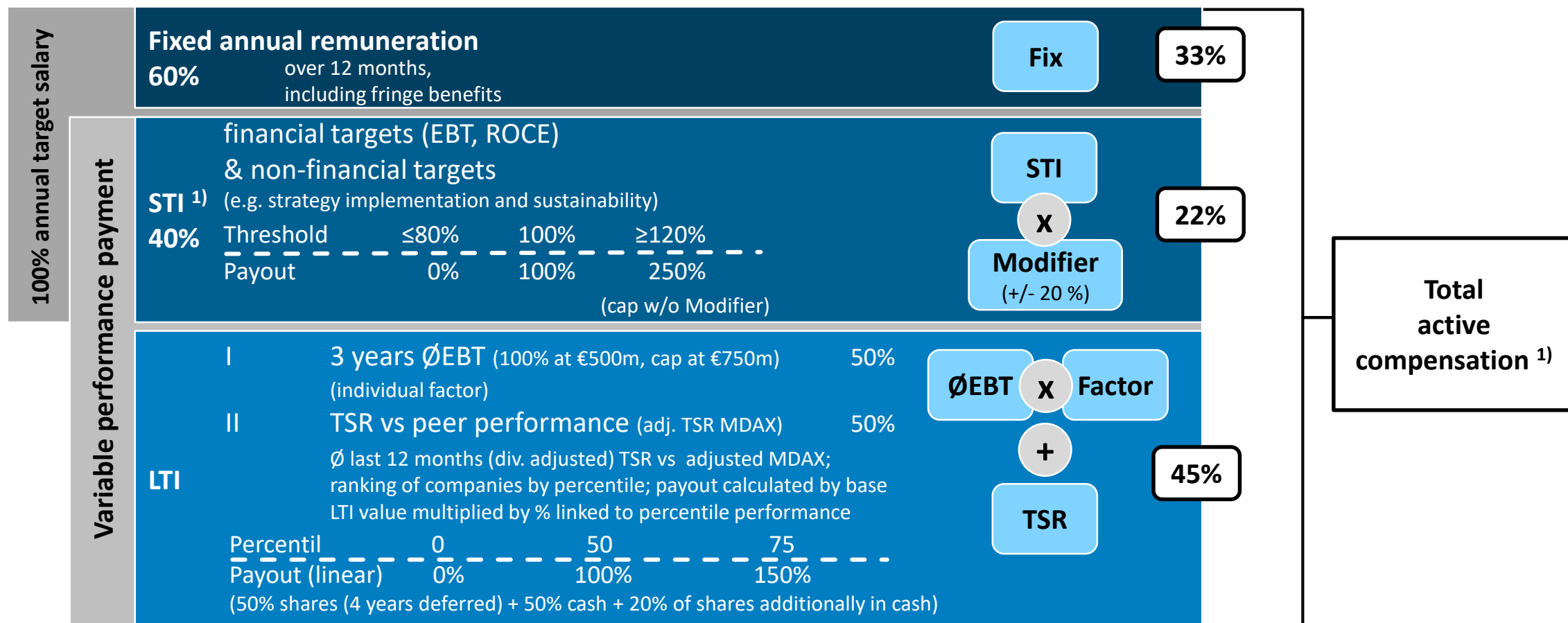


Annual report 2019, p. 144-155

1) Calculated on target achievement 100%

Active board remuneration

New remuneration policy for contracts starting in 2020



Annual report 2019, p. 144-155

1) Calculated on target achievement 100%

New remuneration policy

Key changes in new contracts

- Elimination of discretionary bonus for exceptional cases
- Introduction of clawback clauses
- STI:
 - Higher degree of tension by raising the threshold from greater than 70% to greater than 80% target achievement
 - Higher degree of tension by increasing the degree of target achievement while maintaining the payment amount
 - Introduction of a “modifier” as an option for the supervisory board to take extraordinary developments into account within reasonable limits
- LTI:
 - Share of long-term incentive component increased from 34% to 45%
 - Introduction of total shareholder return comparison versus defined peer group (MDAX) as part of the long-term remuneration component
 - Increased EBT target value from €200 million to €500 million
 - Lifted EBT cap from €300 million to €750 million