

# Report on Public Corporate Governance in the Year 2024

## 1 General

NRW.BANK reports annually on the corporate governance efforts undertaken by NRW.BANK on the basis of its own Public Corporate Governance Code (PCGC), which reflects the specific requirements of the Bank. Since its amendment in 2014, it has been based on the Code of the State of North Rhine-Westphalia but also takes into account the specific public mission and the particularities of a competition-neutral public-law promotional bank that is almost entirely budget-independent. Besides legal and statutory provisions, it also includes recommendations and suggestions that go beyond the legal and statutory requirements. NRW.BANK's PCGC was last updated on July 1, 2019.

For the fiscal year, the Managing Board and the Supervisory Board declare that the Bank complied with the recommendations of the Code, save for one exception. In accordance with Section 29 Para. 8 of NRW.BANK's Statutes as well as Clauses 1.4 and 5.2 of the PCGC, this exception is disclosed and explained in the following Declaration of Conformity.

## 2 Guarantor and Board of Guarantors

The State of North Rhine-Westphalia is the guarantor of NRW.BANK. The State has assumed permanent institutional and guarantor liability for NRW.BANK and has issued the Bank with an explicit funding guarantee.

The State of North Rhine-Westphalia exercises its rights in line with its legal powers at the Board of Guarantors, where it exercises its voting right. As of the reporting date December 31, 2024, the Board of Guarantors was composed of five members. The Board of Guarantors is chaired by the State Minister for Economics. The voting right is exercised unanimously by the "voting agent", i.e. a member of the Board of Guarantors delegated by the guarantor. For the composition of the Board of Guarantors, please refer to [page 132](#).

The Board of Guarantors performed the tasks imposed on it by the Act on NRW.BANK and its Statutes and discussed, among other things, the strategy of NRW.BANK for the years 2025 to 2028 presented by the Managing Board and adopted the principles of the business, promotional and risk policy contained therein at the recommendation of the Supervisory Board. In the reporting year, the Board of Guarantors also resolved to renew the existing directors' and officers' liability insurance policy (D&O insurance) for the members of the Managing Board, the Supervisory Board and the Board of Guarantors for 2025. The agreed deductible amounts to 10% of each damage for each body but to no more than 1.5 times the fixed annual remuneration. Increasing requirements in the banking environment and constant amendments of the regulatory conditions require continuous further training. For this purpose, NRW.BANK constantly refines the training concept

for the members of the bodies, also with respect to the implementation format. A training budget is available to the members of NRW.BANK's bodies, which may be used in consultation with the Public Corporate Governance Adviser of NRW.BANK.

### 3 Managing Board

The Managing Board is responsible for independently managing NRW.BANK according to commercial principles taking the public benefit into account. Mr Stölting went into retirement and resigned from the Managing Board at the end of June 30, 2024. Mr Dr. Stemper and Ms Tjaden-Schulte joined the Managing Board as new members with effect from July 1, 2024 and October 1, 2024, respectively. As of December 31, 2024, the Managing Board of NRW.BANK was thus composed of five members, including the Chairman and the Deputy Chairwoman. As of the reporting date December 31, 2024, 60% of the members of the Managing Board were women and 40% were men. For the composition of the Managing Board, please refer to [page 135](#). In addition, the current brief CVs and responsibilities of the members of the Managing Board can be found on the website of NRW.BANK. When filling management positions at NRW.BANK, the Managing Board aims for diversity and an appropriate consideration of both genders. As of December 31, 2024, 33.6% of the management positions at the second to fifth level of the Bank were held by women, while 66.4% were held by men (2023: 34.4% women and 65.6% men).

The evaluation of the then Managing Board carried out in the reporting year by the Supervisory Board in accordance with Section 25d Para. 11 Nos. 3 and 4 KWG was supported by a con-

sultancy firm specialising in financial institutions. The Managing Board was evaluated with regard to the knowledge, skills and experience of its individual members and the body as a whole as well as with regard to its structure, size, composition and performance. The evaluation confirmed the good results of the previous year.

The members of the Managing Board are committed to the interest of the Bank and fulfil their tasks in virtue of their office in an independent, unbiased and selfless manner. No member of the Managing Board pursued personal interests when making decisions; no gifts, other benefits or promises thereof were solicited or accepted neither personally nor on behalf of third parties. Potential conflicts of interest that may occur in the context of other mandates are managed in a forward-looking manner in the meaning of the PCGC.

Secondary activities on Supervisory Boards or comparable controlling bodies of enterprises are performed only after they have been approved by the Supervisory Board. The respective approvals of the Supervisory Board for the existing mandates have been obtained. The remuneration received has been disclosed to the Bank and the Supervisory Board and is shown in the Financial Report.

NRW.BANK granted no individual loans to Managing Board members or their relatives. Therefore, it was not necessary in the reporting year to obtain any approval of the Risk Committee for permissible promotional loans made available in connection with promotional programmes of NRW.BANK.

The Managing Board is committed to ongoing further training, especially in the field of regulatory amendments and requirements in the banking environment; Managing Board members undertake appropriate further training measures at their own initiative.

#### 4 Supervisory Board

The Supervisory Board of NRW.BANK oversees the management activities of the Managing Board of NRW.BANK, also with respect to regulatory requirements.

The Supervisory Board is composed of 15 members as well as three permanent representatives. In the reporting year, the permanent representative of Minister Neubaur changed with effect from April 1, 2024.

As of the reporting date December 31, 2024, 53.3% of the members of the Supervisory Board were women and 46.7% were men. This means that the 40% minimum for both genders specified in Clause 4.5.1 of the PCGC was met.

The Supervisory Board is chaired by the Minister for Economics. For the composition of the Supervisory Board, please refer to [page 133 et seq.](#) In addition, the current brief CVs of the members of the Supervisory Board as well as the permanent representatives can be found on the website of NRW.BANK.

In order to ensure an efficient division of labour and to obtain advice and support in the performance of its tasks, the Supervisory Board forms committees from among its members, which

focus on discussing and debating upcoming issues. The members were appointed to the individual committees based on their personal expertise as well as committee-specific requirements.

The Supervisory Board and its committees performed the tasks imposed on them by the Statutes and the applicable rules of procedure. The number and the duration of the meetings held by the Supervisory Board and its committees in the fiscal year were in line with the Bank's requirements. No member of the Supervisory Board attended fewer than half of the meetings. In analogy to the evaluation of the Managing Board, the Supervisory Board carried out a self-evaluation with support from a consultancy firm specialising in financial institutions. The good overall result of the previous year was confirmed. The Supervisory Board also addressed the recommendations adopted as a result of the evaluation carried out in 2023, which were implemented appropriately overall. In addition, the Supervisory Board identified new recommendations, mostly of a processual nature.

No relevant conflicts of interest were disclosed to the Supervisory Board in the fiscal year. No member of the Supervisory Board pursued personal interests when making decisions. The members of the Supervisory Board ensured that they had enough time to fulfil their mandates. The limits for the number of permissible mandates and chairs on supervisory bodies pursuant to the PCGC were met by the members.

NRW.BANK granted no individual loans to Supervisory Board members or their relatives. Therefore, it was not necessary in the

reporting year to obtain any approval of the Risk Committee for permissible promotional loans made available in connection with programmes of NRW.BANK. No business or personal relations that give rise to a material and not only temporary conflict of interest exist between the members of the Supervisory Board and NRW.BANK. Potential conflicts of interest that may occur in the context of other mandates are managed in a forward-looking manner in the PCGC. The members of the Supervisory Board undergo regular training in order to ensure that they have the expert knowledge required under statutory regulations as well as under the Bank's own governance principles. NRW.BANK considers it its duty to support the members of the Bank's bodies through constant improvement of its training concept, also with respect to the implementation format. A training budget is available to the members of NRW.BANK's bodies, which may be used in consultation with the Public Corporate Governance Adviser of NRW.BANK. Irrespective of the above, onboarding events are organised for all newly appointed Supervisory Board members in accordance with the "Concept to Ensure the Quality of the Work of the Supervisory Board".

### **5 Cooperation Between the Managing Board and the Supervisory Board**

The Managing Board and the Supervisory Board cooperate closely to the benefit of the Bank. In this context, the regular communication of detailed information by the Managing Board to the Supervisory Board – either at meetings or in the form of written reports – on all relevant issues and changes regarding

the business development, planning, the risk situation, risk management, compliance and the economic environment plays an important role. This is complemented by an ongoing exchange, especially between the Chairpersons of the Managing Board and the Supervisory Board but also between the Managing Board and the Chairmen of the committees. The scope and the form of the committee meetings, of the reports and of the exchanges are continuously checked against the economic and legal framework and adjusted as necessary.

### **6 Transparency**

NRW.BANK attaches great importance to creating transparency towards the public, the guarantor, the supervisory body, investors, customers and employees. Transparent and open communication forms the basis for trusting cooperation and sustainable corporate governance with the aim to promote the State of North Rhine-Westphalia. The Financial Report and the financial calendar are published on the website of NRW.BANK. In the context of its investor relations activities, the Bank regularly reports the latest corporate news with a focus on the capital market. Press releases and further publications supplement the comprehensive range of information offered by the Bank.

Pursuant to Section 2 Para. 9i KWG, NRW.BANK is not required to publish a Disclosure Report. The Report on Public Corporate Governance as well as the Declaration of Conformity are published both as part of the Financial Report and as a separate document on the website of NRW.BANK.

## 7 Accounting

The annual financial statements of NRW.BANK were prepared by the Managing Board and audited by the auditor in accordance with the provisions of the German Commercial Code (HGB), the Ordinance Regarding Accounting for Banks, Financial Services Institutions and Securities Institutions (RechKredV), the Act on NRW.BANK and the Statutes of NRW.BANK. The obligations regarding immediate notification in accordance with the PCGC have been agreed with the auditor. The Audit Committee as well as the Supervisory Board discuss the results of the audit with the auditor. The Board of Guarantors resolves on the approval of the annual financial statements, passes a resolution on the appropriation of profits and appoints the auditor. At the recommendation of the Audit Committee and the proposal of the Supervisory Board and in consultation with the North Rhine-Westphalian Court of Audit, the Board of Guarantors appointed Deloitte GmbH Wirtschaftsprüfungsgesellschaft for the first time as auditors of NRW.BANK's financial statements for the period ended December 31, 2024, following a Europe-wide tender. The auditor's statement of independence has been submitted and filed.

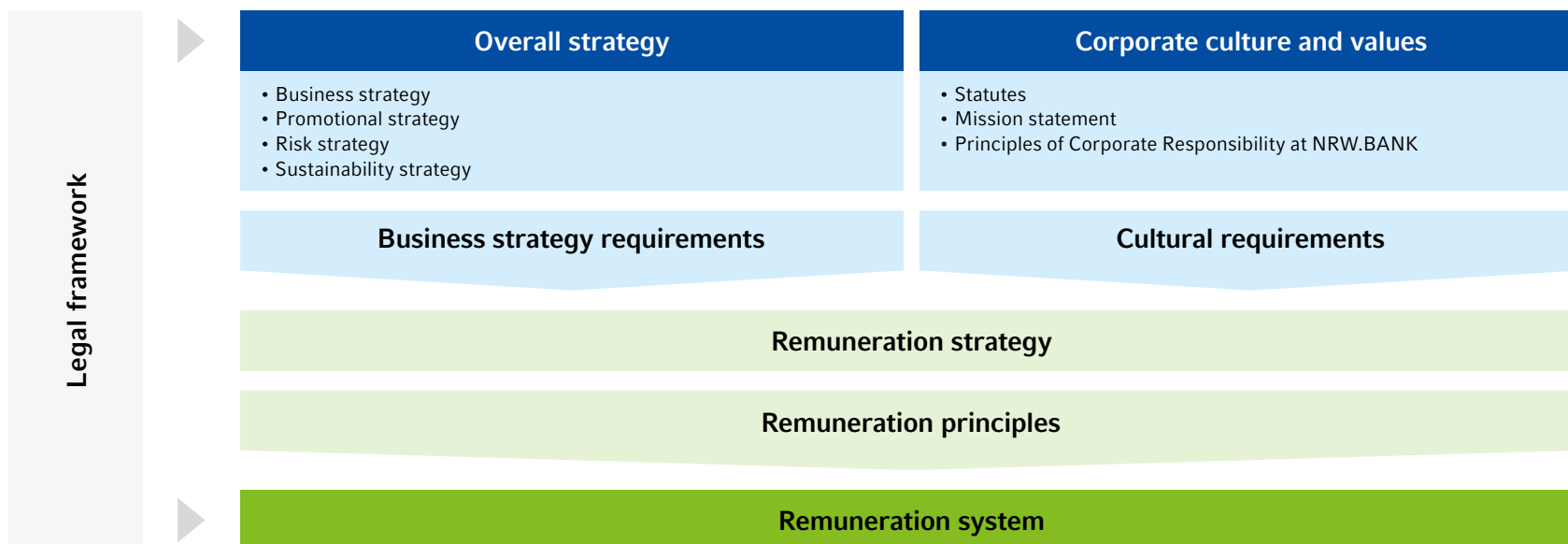
## 8 Remuneration Report

In this report, NRW.BANK comprehensively describes the key elements of the remuneration system for its executive and controlling bodies and its employees. The latter is based on the Bank's internal Public Corporate Governance Code, the Remuneration Ordinance for Institutions (InstitutsVergV) and the State Equal Opportunities Act of the State of NRW.

### 8.1 Remuneration Strategy and Control

The State of North Rhine-Westphalia is the sole owner of NRW.BANK. Every year, NRW.BANK's Board of Guarantors adopts the principles of the business, promotional and risk policy within the meaning of Section 10 No. 9 of NRW.BANK's Statutes.

These principles form the basis of the strategic orientation of NRW.BANK in its capacity as the promotional bank for North Rhine-Westphalia and, together with the business, promotional, risk and sustainability strategy derived from them, constitute the Bank's overall strategy including the strategic business requirements. The remuneration strategy is derived from the above as well as from the corporate culture and values of NRW.BANK. It formulates the remuneration principles of NRW.BANK and defines measures for their implementation. The remuneration strategy thus provides the basis for NRW.BANK's remuneration system.



The above sources result in the following principles for NRW.BANK's remuneration strategy, which serve to secure the Bank's sustainable performance:

- **Target-oriented incentives implementing the strategy**  
The remuneration system supports the implementation of the targets and objectives defined in the Bank's overall strategy. Incentives that help achieve the targets are supported, while those that are opposed to the targets are prevented.
- **Risk orientation**  
The remuneration system supports NRW.BANK's consistent conservative risk policy and does not encourage undesirable risk-taking.

- **Resource efficiency**  
The remuneration system considers the principles of a cautiously operating public-law promotional bank. At the same time, NRW.BANK is subject to all bank-specific requirements and requires employees with the corresponding qualifications.
- **Long-term motivation**  
NRW.BANK pursues a long-term, sustainable business model and is a future-oriented public-law employer acting in a socially responsible manner. The remuneration system supports the human resources policy, which is aimed at trusting, long-lasting cooperation and creates incentives for the necessary long-term motivation of the workforce.

This results in the following remuneration principles:

- All elements of NRW.BANK's remuneration system must meet the requirements of the conservative remuneration policy of a competition-neutral promotional bank whose primary objective is not the generation of profits.
- A total remuneration geared to the respective requirements and market environment forms the basis of NRW.BANK's remuneration system to secure the livelihood of its employees and ensure that NRW.BANK remains staffed with qualified employees to meet its bank-specific requirements at all times.
- NRW.BANK's remuneration system is gender-neutral and excludes any pay discrimination on the grounds of gender for the same work or work of equal value.
- NRW.BANK's remuneration system comprises consistent and transparent remuneration rules.

These remuneration principles must be fulfilled by all components of NRW.BANK's remuneration system. Amendments to NRW.BANK's remuneration system and their implementation are agreed with an in-house Remuneration Commission once a year as well as on special occasions. This Commission is composed of the Heads of Internal Audit, Human Resources, Credit Management (back office) and Risk Control as well as the Compliance Officer. To review the Bank's remuneration policy, the meetings of the Remuneration Commission are additionally attended by

the Head of the Legal Department. The Head of Finance and two members of the overall Staff Council complement the Remuneration Commission as guests. The members of the Remuneration Commission are tasked with

- the critical examination of remuneration systems,
- the annual review of any necessary adjustments to the remuneration strategy (and, if applicable, the remuneration systems) due to changes in business and risk strategy conditions and
- with informing/advising the Management Board accordingly. The latter is done at least once a year as part of the preparation of the Remuneration Report of the Managing Board to the Supervisory Board.

Based on the statement by the Remuneration Commission, the Managing Board decides on amendments to the remuneration system for the Bank's employees. No external advisory services were used in the definition of NRW.BANK's remuneration policy.

The Supervisory Board of NRW.BANK is the responsible main controlling body with regard to the remuneration systems. Based on a review and recommendation by the Remuneration Committee, the Supervisory Board decides on the contents and the appropriateness of the remuneration systems for the members of the Managing Board and monitors the appropriateness of the remuneration systems for the employees of the Bank.

In accordance with the provisions of Section 15 in conjunction with Section 4 of the Remuneration Ordinance for Institutions (InstitutsVergV) and Section 25d Para. 12 Sentence 1 of the German Banking Act (KWG), the Remuneration Committee of NRW.BANK is tasked with supporting the Supervisory Board by reviewing the appropriateness of the remuneration strategy and the structure of the remuneration systems for the members of the Managing Board and the employees of NRW.BANK. This is done at least once a year or as required on the basis of the Remuneration Report of the Managing Board in accordance with Section 3 of the Remuneration Ordinance for Institutions (InstitutsVergV). In this context, the Remuneration Committee assesses the impact on risk, capital and liquidity management initially and for all amendments to the remuneration systems and monitors the alignment of the remuneration strategy and the remuneration systems with the achievement of the objectives of the business and risk strategy and the corporate culture, the involvement of the internal control units and other relevant units in the design of the remuneration systems and the process of determining risk takers in accordance with Section 25a Para. 5b of the German Banking Act (KWG).

At its March 2024 meeting, the Supervisory Board of NRW.BANK addressed remuneration-related issues. The same applies to the Remuneration Committee as defined in Section 15 InstitutsVergV and Section 25d Para. 12 KWG. As of December 31, 2024, this Committee was composed of the following members:

- Minister Mona Neubaur (Chairwoman), Ministry of Economic Affairs, Industry, Climate Action and Energy of the State of North Rhine-Westphalia

- Minister Dr. Marcus Optendrenk (Deputy Chairman), Ministry of Finance of the State of North Rhine-Westphalia
- Minister Ina Scharrenbach (Deputy Chairwoman), Ministry for Regional Identity, Local Government, Building and Digitalization of the State of North Rhine-Westphalia
- Authorised officer (Prokurist) Matthias Elzinga (representative of the employees of NRW.BANK)
- Director Frank Lill (representative of the employees of NRW.BANK)
- Dr. Birgit Roos (retired Savings Bank Director)

In accordance with Section 12 Para. 2 of the Statutes, the above ministers may appoint one permanent representative each and invite the latter to take part in the meetings. As of December 31, 2024, the following permanent representatives had been appointed:

- Assistant Secretary Susanne Hagenkort-Rieger, Ministry of Economic Affairs, Industry, Climate Action and Energy of the State of North Rhine-Westphalia
- Assistant Secretary Günther Bongartz, Ministry of Finance of the State of North Rhine-Westphalia
- Assistant Secretary Dr. Christian von Kraack, Ministry of Regional Identity, Local Government, Building and Digitalization of the State of North Rhine-Westphalia

## 8.2 General Conditions for Appropriate Remuneration

Ever since its inception, NRW.BANK has, in agreement with its guarantor, geared its remuneration systems and remuneration parameters towards its promotional tasks and has based its remuneration structure exclusively on regionally and/or nationally



used remuneration parameters to ensure that the amounts of its remuneration do not exceed the market level for comparable positions. This is examined applying external standards:

- The fixed salary for employees under collective agreements is based on the Basic Collective Agreement for Public-sector Banks (Manteltarifvertrag für die öffentlichen Banken). Two consecutive wage groups are allocated to each position under collective agreement. The lower group represents the entry into the position, while the upper group represents the final target position. In addition, individualised extra pay is possible for each position, which is capped at 1 euro below the next higher group. This means that in individual cases, the fixed remuneration may be up to 10% above the respective collective wage group.
- For positions not covered by collective agreements, remuneration comparisons of two consultancy firms, Willis Towers Watson, Frankfurt am Main, and hkp/Mercer, Frankfurt am Main, are used to determine market indicators for NRW.BANK, which supply benchmarks for the remuneration possibilities. These benchmarks are based on the median of a peer group of German banks previously defined by the Managing Board. The market data obtained are adjusted for obvious extremes, checked against comparable positions within the Bank and reviewed for adequate differentiation from the next higher and lower reporting levels. Salary increases may be decided by the managers only within the limits of these benchmarks. Salaries exceeding these limits are decided by the Managing Board on a case-to-case basis. In accordance with NRW.BANK's Company Car Directive, business unit and department heads

of the Bank are granted a company car (also for private use in compliance with applicable tax regulations) or a monetary alternative.

Structural inequalities in the remuneration of employees of different genders are made impossible by NRW.BANK's job assessment system, as each position is assessed by specialists who are not linked to the job in terms of both organisation and content before the position is advertised. The assessment itself is based on the tasks, requirements and skills of the respective function and is thus independent of the person chosen for it. Further details can be found, inter alia, in the "Report on Equality and Equal Pay pursuant to the German Equal Pay Act (Entgelttransparenzgesetz – EntgTranspG)" (see publication attached with the 2022 Management Report).

NRW.BANK pays an annual fixed bonus on April 1 of each year. The annual fixed bonus is not linked to collective agreements and does not increase the recipient's pension entitlement. Sustainable developments (seniority, expertise, skills and work experience) are a precondition for the first-time granting and any future increases of the annual fixed bonus. Outstanding individual achievements are exclusively recognised within the – non-monetary – motivation concept, which focuses on the following three fields of action: promote autonomy, permit development and give recognition. For this purpose, the Bank has implemented diverse measures, e.g. special development policies, a planning and assessment instrument (PUR) with intensified involvement of the employees concerned up to a revision of the organisational principles.

The PUR process is also the central component of NRW.BANK's internal management system. A consistent top-down process ensures that the corporate objectives are communicated to employees at the downstream levels. To this end, the Managing Board breaks down NRW.BANK's strategic objectives to the Bank's individual business units and operationalises them. The business unit heads and all senior managers are responsible for operationalising and transferring these strategic objectives to the employees in an adequate manner.

### **8.3 Composition of the Managing Board Remuneration**

The remuneration of the Managing Board is regularly reviewed for appropriateness. For this purpose, NRW.BANK participates in an annual comparison of Managing Board salaries performed by an external remuneration consulting firm. This comparison covers the market data of Germany's top 30 banks, with the data of the banks directly participating in the remuneration comparison complemented by additional information taken from the annual and remuneration reports. Based on the total remuneration received by the Managing Board members of this peer group, the remuneration received by the Managing Board of NRW.BANK is clearly below the median. Compared to other large promotional banks the Managing Board remuneration of NRW.BANK is at a medium level.

All members of the Managing Board of NRW.BANK receive fixed remuneration only. For a detailed presentation of the remuneration received by the individual Managing Board members, refer to [page 109](#) in the notes.

In the event of an inability to work caused by an accident or illness, all five Managing Board members are entitled to their fixed annual salary for an indefinite period but no longer than up to the end of their employment. Thereafter, a benefit for invalidity will be paid depending on the individual pension commitment for the respective member. The members of the Managing Board are not entitled to pension if the Bank terminates the employment relationship for reasons attributable to the Managing Board members.

In case of a premature resignation without serious cause, the total payments to the members of the Managing Board including potential fringe benefits are limited to the remaining contractual term and to a maximum of two annual remunerations, respectively (severance payment cap).

All members of the Managing Board are entitled to pension benefits as they reach the age of retirement or in case of invalidity. In the event of their death, their dependants are also entitled to benefits.

All commitments are contractually unforfeitable or unforfeitable by law because of the number of years served. The members of the Managing Board benefit from a contribution-linked pension commitment. In the context of this pension commitment, personal pension accounts, some with a starting component, have been set up for them, into which annual pension components are paid. The pension component is calculated at an individual contribution rate on the basis of 69% of the fixed annual salary (equivalent

to the fixed remuneration less annual fixed bonus, benefits in money's worth and benefits in kind). Each pension account carries an individual interest rate. At the time the insured event occurs, the pension capital built-up in the account – in the event of invalidity, plus additional components, if applicable – is actuarially converted into a pension.

After the death of a Managing Board member, their dependants receive a reduced pension (up to 60% of the pension). Children are entitled to 20% of the pension if they are orphans and to a maximum of 12% if they are half-orphans.

The pensions of all Managing Board members are increased by 2.0% each year. In accordance with the regulations of the State of North Rhine-Westphalia, Gabriela Pantring receives sickness benefits.

The expenses for the pensions of the other Managing Board members and the present values of the obligations are shown in the notes on [page 110](#).

Michael Stölting went into retirement with effect from July 1, 2024. Dr. Peter Stemper and Johanna Tjaden-Schulte took up their positions as members of the Managing Board with effect from July 1, 2024 and October 1, 2024, respectively.

#### **8.4 Remuneration of the Members of the Supervisory Board**

The remuneration paid to the members of the Supervisory Board is based on a general resolution by the Board of Guarantors and is paid regardless of the business performance. This remuneration structure very well reflects the underlying idea according to which the generation of profits is not the primary business objective. In

accordance with the resolution passed by the Board of Guarantors on March 13, 2023, the remuneration of the Supervisory Board and its committees consists of an annual fixed remuneration with retroactive effect from January 1, 2023. No distinction is made between a member, the vice chairperson or the chairperson. Besides the fixed remuneration, travel expenses incurred by mandate holders are adequately refunded. In addition to the members of the Supervisory Board, the members of the Board of Guarantors, the Advisory Board for Housing Promotion, the Advisory Board and the Parliamentary Advisory Board also receive a fixed remuneration on the basis of the resolution passed by the Board of Guarantors on March 13, 2023. However, the absolute amount of the respective fixed remuneration of the individual bodies varies based on the different tasks and specific responsibilities. In accordance with the Act on NRW.BANK, members of NRW.BANK's bodies who are members of the North Rhine-Westphalian government receive a total annual remuneration that does not exceed the maximum limit stipulated in the Secondary Employment Ordinance (Nebentätigkeitsverordnung). NRW.BANK uses the portion exceeding the maximum limit for promotional purposes. The remuneration received by the individual members of the Supervisory Board, the Board of Guarantors and the Advisory Boards is explained and disclosed in the notes to the Financial Report ([page 112 et seq.](#)).

#### **8.5 Disclosure Pursuant to Section 16 InstitutsVergV**

All employees of NRW.BANK, including the Managing Board, exclusively receive fixed remuneration components. The total fixed remuneration is paid in cash and, on a small scale, in the form of benefits in money's worth (e.g. for the private use of company cars for selected groups of employees). In the period from January 1, 2023 to August 31, 2024, NRW.BANK paid all

active employees a monthly inflation compensation premium in accordance with Section 3 No. 11c of the German Income Tax Act (EStG) to mitigate the increase in consumer prices. There is no compensation in the form of shares or similar instruments.

### 8.5.1 Quantitative Information Regarding the Remuneration of the Risk Takers on the Managing Board

#### Composition of the Remuneration for the Year 2024

Fixed remuneration <sup>1)</sup>	Other benefits <sup>2)</sup>	Total remuneration	Remuneration for mandates <sup>3)</sup>	Number of risk takers <sup>4)</sup>
€ 2,769,172	€ 610,466	€ 3,379,638	€ 81,000	6

<sup>1)</sup> Including benefits in money's worth and benefits in kind.

<sup>2)</sup> Employer contributions to social security insurance, benefit payments and allocations to the provision for old-age pensions incl. interest expenses.

<sup>3)</sup> Remuneration received in 2024 for mandates. Amounts incl. VAT, where applicable.

<sup>4)</sup> Including changes of Managing Board members in the course of the year.

#### Information Regarding Other Remuneration Benefits

	Amount	Number of risk takers
Guaranteed payments pursuant to Section 5 Para 5 InstitutsVergV made in 2024	€ –	0
Severance payments made in 2024	€ –	0
– thereof single highest amount	€ –	0
Persons whose remuneration in 2024 exceeded € 1.0 million	€ –	0

For a breakdown of the payments to the Managing Board members by names, please refer to [page 109](#) of the notes.

## 8.5.2 Quantitative Information Regarding the Remuneration of All Employees Below the Managing Board

### Composition of the Remuneration for the Year 2024

Segment	Number <sup>1)</sup>	Fixed remuneration <sup>2)</sup>	Other benefits <sup>3)</sup>	Total remuneration	Remuneration for mandates <sup>4)</sup>
<b>Programme-based Promotion</b>	<b>693</b>	<b>€ 49,482,625</b>	<b>€ 19,192,851</b>	<b>€ 68,675,476</b>	<b>€ 20,170</b>
– risk takers	23	€ 4,281,604	€ 1,553,843	€ 5,835,447	€ 3,520
– no risk takers	670	€ 45,201,021	€ 17,639,008	€ 62,840,029	€ 16,650
<b>Other Promotion/Liquidity Management</b>	<b>64</b>	<b>€ 8,021,354</b>	<b>€ 2,445,929</b>	<b>€ 10,467,283</b>	<b>€ 0</b>
– risk takers	10	€ 2,220,907	€ 570,700	€ 2,791,607	€ 0
– no risk takers	54	€ 5,800,447	€ 1,875,229	€ 7,675,676	€ 0
<b>Staff/Services</b>	<b>1,048</b>	<b>€ 80,781,860</b>	<b>€ 28,445,049</b>	<b>€ 109,226,909</b>	<b>€ 109,450</b>
– risk takers <sup>5)</sup>	46	€ 8,689,260	€ 3,158,989	€ 11,848,249	€ 109,450
– no risk takers	1,002	€ 72,092,600	€ 25,286,060	€ 97,378,660	€ 0
<b>Total result</b>	<b>1,805</b>	<b>€ 138,285,839</b>	<b>€ 50,083,829</b>	<b>€ 188,369,668</b>	<b>€ 129,620</b>

<sup>1)</sup> Including employees who departed in the course of the year (pro-rated remuneration for the term of employment); dual students/trainees are included in the Staff/Services segment.

<sup>2)</sup> Incl. benefits in money's worth and benefits in kind.

<sup>3)</sup> Employer contributions to statutory social security insurance, benefit payments and allocations to the provision for old-age pensions incl. interest expenses.

<sup>4)</sup> Amounts incl. VAT, where applicable.

<sup>5)</sup> Including the expenses for Dr. Peter Stemper until his change to the Managing Board as of July 1, 2024.

### Information on Further Remuneration Benefits to Risk Takers

	Amount	Number of risk takers
Hiring bonuses paid or guaranteed payments made in 2024	€ –	0
Severance payments made in 2024	€ –	0
– thereof single highest amount	€ –	0
Persons whose remuneration in 2024 exceeded € 1.0 million	€ –	0

### 8.5.3 Quantitative Information Regarding the Remuneration of the Risk Takers on the Supervisory Board

#### Composition of the Remuneration for the Year 2024 for Persons Identified as Risk Takers on Account of Their Membership of the Supervisory Board

	Annual fixed remuneration <sup>1)</sup>	Number of risk takers
Members of the Supervisory Board pursuant to Section 12 Para. 1 Letters a to d, Para. 2 of the Statutes	221,758 €	13
Members of the Supervisory Board pursuant to Section 12 Para. 1 Letter e of the Statutes (staff representatives)	105,200 €	5

<sup>1)</sup> Incl. remuneration for risk takers on the Supervisory Board who resigned during the course of the year.

Where staff representatives have been identified as risk takers, the remuneration they receive for this activity is shown in the tables under point 8.5.2. For disclosure of the remuneration received, please refer to the notes on [page 114 et seq.](#)