

The following section describes the principles relating to the compensation of the Board of Management and the stipulations set out in the statutes relating to the compensation of the Supervisory Board. In addition to discussing the compensation system, the components of compensation are also disclosed in absolute figures. Furthermore, the compensation of each member of the Board of Management and the Supervisory Board for the financial year 2011 is disclosed by individual and analysed into components.

1. Compensation of the Board of Management Responsibilities; approval by shareholders in 2011

The Supervisory Board is responsible for determining and regularly reviewing the Board of Management's compensation. The Personnel Committee plays a preparatory role in this process.

In conjunction with the introduction of a share-based remuneration scheme, the compensation system applicable to the Board of Management was presented most recently for approval by shareholders at the Annual General Meeting on 12 May 2011 as part of a consultative process ("Say on Pay"). The compensation system was approved with a majority vote of 95.83%.

Principles of compensation

The compensation system for the Board of Management at BMW AG is designed to encourage a management approach focused on sustainable development. One important principle applied when designing remuneration systems at BMW is that of consistency at different levels. In other words, compensation systems for the Board of Management, senior management and employees of BMW AG should all have a similar structure and contain similar components. The Supervisory Board carries out regular checks to ensure that all Board of Management compensation components are appropriate, both individually and in total, and do not encourage the Board of Management to take inappropriate risks for the BMW Group. At the same time, the compensation model used for the Board of Management should be attractive in the context of the competitive environment for highly qualified executives.

The compensation of members of the Board of Management is determined by the full Supervisory Board on the basis of performance criteria and after taking into account any remuneration received from Group companies. The principal performance criteria are the nature of the tasks allocated to each member of the Board of Management, the economic situation and the performance and future prospects of the BMW Group. The Supervisory Board sets demanding and relevant parameters as the basis for variable compensation. It also

takes care to ensure that variable components based on multi-year assessment criteria take account of both positive and negative developments and that the package as whole encourages a long-term approach to business performance. Targets and other parameters may not be changed retrospectively.

The Supervisory Board reviews the appropriateness of the compensation system annually. The Personnel Committee also makes use of remuneration studies. The Supervisory Board reviews the appropriateness of the compensation system in horizontal terms by comparing compensation paid by DAX-30 companies and in vertical terms by comparing board compensation with the salaries of the two top levels of management (below board level) and with the average salaries of employees. Recommendations made by an independent external remuneration expert and suggestions made by investors and analysts are also considered in the consultative process.

Compensation system, compensation components

The compensation of the Board of Management comprises both fixed and variable remuneration as well as a share-based component. Retirement and surviving dependants' benefit entitlements are also in place.

Fixed remuneration

Fixed remuneration consists of a base salary (paid monthly) and other remuneration elements. Other remuneration elements comprise mainly the use of Company cars as well as the payment of insurance premiums, contributions towards security systems and an annual medical check-up.

The basic remuneration of members of the Board of Management was raised in 2011. For the financial year 2011, the basic remuneration during the first period of office of a Board of Management member was €510,000 (2010: €420,000) and €590,000 (2010: €480,000) with effect from the start of the second period of office. The basic remuneration of the Chairman of the Board of Management was €1,020,000 (2010: €840,000). For financial years commencing after 1 January 2012, the basic remuneration during the first period of office of a Board of Management member was raised to €750,000 p.a., to €900,000 p.a. with effect from the start of the second period of office and to €1,500,000 p.a. for the Chairman of the Board of Management.

Variable remuneration

The variable remuneration of Board of Management members comprises variable cash remuneration on the one hand and share-based remuneration components on the other.

Variable cash remuneration, in particular bonuses

Variable cash remuneration consists of a cash bonus and a requirement is to invest the equivalent of 20 % of a member's total bonus (after tax but including any taxes and social insurance amounts borne by the Company) in BMW AG common stock. In substantiated cases, the Supervisory Board also has the option of paying an additional special bonus.

The bonus is made up of two components, each equally weighted, namely a corporate earnings-related bonus and a personal performance-related bonus. The target bonus (100 %) for a Board of Management member (i.e. covering both components of variable compensation) totals €1.5 million p.a. for the first term of office and €1.75 million p.a. with effect from the second. The equivalent figure for the Chairman of the Board of Management is €3 million p.a. Upper limits for the amount of the bonus are in place for all Board of Management members (250 % of the relevant target bonus).

The corporate earnings-related bonus is based on the BMW Group's net profit and post-tax return on sales (which are combined in a single earnings factor) and the level of the dividend (common stock). The corporate earnings-related bonus is derived by multiplying the target amount fixed for each member of the Board of Management by the earnings factor and by the dividend factor. In exceptional circumstances, for instance when there have been major acquisitions or disposals, the Supervisory Board may adjust the level of the corporate earnings-related bonus.

An earnings and dividend factor of 1.00 gives rise to an earnings-based bonus of €0.75 million for the relevant financial year for a member of the Board of Management during the first period of office and one of €0.875 million during the second period of office. The equivalent bonus for the Chairman of the Board of Management is €1.5 million. The earnings factor is 1.00 in the event of a Group net profit of €3.1 billion and a post-tax return on sales of 5.6 %. The dividend factor is 1.00 in the event that the dividend paid on the shares of common stock is between 101 and 110 cents. If the Group net profit is below €1 billion or if the post-tax return on sales is less than 2 %, the earnings factor will be zero. In these cases, no corporate earnings-related bonus will be paid. Based on the principle of consistency at all levels, this rule is also applicable in determining the corporate earnings-related variable compensation components of all managers and staff of BMW AG.

The personal performance-related bonus is derived by multiplying the target amount set for each member of

the Board of Management by a performance factor. The Supervisory Board sets the performance factor on the basis of its assessment of the contribution of the relevant Board of Management member to sustainable and long-term oriented business development. In setting the factor, consideration is given equally to personal performance and decisions taken in previous forecasting periods, key decisions affecting the future development of the business and the effectiveness of measures taken in response to changing external conditions as well as other activities aimed at safeguarding the future viability of the business to the extent not included directly in the basis of measurement. Performance factor criteria include innovation (economic and ecological, e.g. reduction of CO₂ emissions), leadership accomplishments, contributions to the Company's attractiveness as an employer, progress in implementing the diversity concept and activities that foster corporate social responsibility.

The target bonus and the key figures used to determine the corporate earnings-related bonus are fixed for a period of three financial years, during which time they may not be amended retrospectively.

Share-based remuneration programme

For financial years commencing after 1 January 2011, the compensation system includes a share-based remuneration scheme, in which the level of share-based remuneration is based on the amount of the bonus paid. The new system is aimed at creating further long-term incentives to encourage sustainable governance.

The programme includes a requirement for Board of Management members to invest 20 % of the total bonus of each member (after tax but including any taxes and social insurance amounts borne by the Company) in BMW AG common stock. As a general rule, the shares must be held for a minimum of four years. As part of a matching plan, at the end of the holding period, the Board of Management members will receive from the Company either one additional share of common stock or an equivalent cash amount for three shares of common stock held, to be decided at the discretion of the Company (share-based remuneration component/matching component), unless the employment relationship was ended before expiry of the agreed contractual period (except where caused by death or invalidity). Special rules apply in the case of death, invalidity and economic hardship of a Board of Management member before fulfilment of the holding period.

Retirement and surviving dependants' benefits

The provision of retirement and surviving dependants' benefits for existing and future members of the Board of

Management was changed to a defined contribution system with a guaranteed minimum return with effect from 1 January 2010. However, given the fact that board members had a legal right to receive the benefits already promised to them, they have been given the option to choose between the previous system and the new one.

In the event of the termination of mandate, current members of the Board of Management are entitled to receive certain defined benefits in accordance with the pension scheme rules. Pensions are paid to former members of the Board of Management who have either reached the age of 65 or, if their mandate was terminated earlier and not extended, to members who have either reached the age of 60 or who are unable to work due to ill-health or accident, or who have entered into early retirement in accordance with a special arrangement. The amount of the pension is unchanged from the previous year and comprises a basic monthly amount of €10,000 or €15,000 (Chairman of the Board of Management) plus a fixed amount. The fixed amount is made up of approximately €75 for each year of service in the Company before becoming a member of the Board of Management plus between €400 and €600 for each full year of service on the board (up to a maximum of 15 years). Pension payments are adjusted by analogy to the rules applicable for the adjustment of civil servants' pensions: the pensions of members of the Board of Management are adjusted when the civil servants remuneration level B6 (excluding allowances) is increased by more than 5% or in accordance with the Company Pension Act.

In certain circumstances, Board of Management members were entitled under contracts signed before 1 January 2010 to receive so-called "transitional payments" until their retirement. These rules were cancelled 2011 in agreement with Board of Management members currently in office.

If a mandate is terminated after 1 January 2010, the new defined contribution system provides entitlements which can be paid either (a) in the case of death or invalidity as a one-off amount or over a maximum of ten years or (b) on retirement – depending on the wish of the ex-board member concerned – in the form of a lifelong monthly pension, as a one-off amount, in a maximum of ten annual instalments, or in a combined form (e.g. a combination of a one-off payment and a proportionately reduced lifelong monthly pension). Pensions are paid to former members of the Board of Management who have either reached the statutory retirement age for the state pension scheme in Germany or, if their

mandate had terminated earlier and had not been extended, to members who have either reached the age of 60 or are permanently unable to work, or who have entered into early retirement in accordance with a special arrangement. In addition, following the death of a retired board member who has elected to receive a lifelong pension, 60% of that amount is paid as a lifelong widow's pension. Pensions are increased annually by an amount of at least 1%.

The amount of the retirement pension to be paid is determined on the basis of the amount accrued in each board member's individual pension savings account. The amount on this account arises from annual contributions paid in plus interest earned depending on the type of investment.

The annual contribution to be paid for each member of the Board of Management for 2011 amounts to €270,000 (€475,000 for the Chairman of the Board of Management) and, from 2012 onwards €300,000 (€525,000 for the Chairman of the Board of Management). The contributions are credited, along with interest earned, to the personal savings accounts of board members in monthly amounts. The guaranteed minimum rate of return p.a. corresponds to the maximum interest rate used to calculate insurance reserves for life insurance policies (guaranteed interest on life insurance policies).

In the case of invalidity or death, a minimum of 60% of the potential annual contributions will be paid until the person concerned would have reached the age of 60.

Contributions falling due under the defined contribution scheme are paid into an external fund in conjunction with a trust model that is also used to fund pension obligations to employees.

Income earned on an employed or a self-employed basis up to the age of 63 is offset against the pension entitlement. In addition, certain circumstances have been specified, in the event of which the Company no longer has any obligation to pay benefits. In such cases, no transitional payments will be made either.

Retired board members are entitled to use Company and lease vehicles in line with the rules applicable for senior heads of departments.

Apart from the cancellation of transitional pay arrangements, no changes were made during 2011 to entitlements in the event of termination of a member's activities on the board.

Compensation claims, entitlements to receive amounts from third parties

If a board member's mandate is terminated early without important reason, there are no contractual commitments to pay compensation. Similarly, there are no commitments to pay compensation for early termination in the event of a change of control or a takeover offer.

No members of the Board of Management received any payments or benefits from third parties in 2011 on account of their activities as members of the Board of Management of BMW AG.

Overview of compensation system and compensation components

Component	Parameter/measurement base
Salary	<p>for 2011 (for financial year 2012 and thereafter) Member of the Board of Management: – €0.51 million (€0.75 million) p. a. (first term of appointment) – €0.59 million (€0.90 million) p. a. (from second term of appointment onwards)</p> <p>Chairman of the Board of Management: – €1.02 million (€1.50 million) p. a.</p>
Variable compensation	
Bonus	<p>Target bonuses (if target is 100% achieved): – €1.50 million p. a. (first term of appointment) – €1.75 million p. a. (from second term of appointment onwards) – €3.00 million p. a. (Chairman of the Board of Management) – Upper limit: 250%</p>
a) Corporate earnings-related bonus (corresponds to 50% of target bonus if target is 100% achieved)	<p>– Quantitative criteria fixed in advance for a period of three financial years – Formula: 50% of target bonus x earnings factor x dividend factor (common stock) – The earnings factor is derived from the Group net profit and the Group post-tax return on sales</p>
b) Performance-related bonus (corresponds to 50% of target bonus if target is 100% achieved)	<p>– Primarily qualitative criteria, expressed in terms of a performance factor aimed at measuring the board members contribution to sustainable and long-term performance and the future viability of the business – Formula: 50% of target bonus x performance factor – Other criteria for performance factor: innovation (economic and ecological, e.g. reduction of CO₂ emissions), leadership skills and attractiveness as employee, progress in implementing diversity concept, corporate social responsibility</p>
Special bonus payments	May be paid in justified circumstances on appropriate basis, contractual basis, no entitlement
Share-based remuneration programme	– Requirement for Board of Management members to invest each an amount equivalent to 20% of their total bonus (after tax) in BMW AG common stock
a) Cash remuneration component	– Earmarked cash remuneration equivalent to the amount required to be invested in BMW AG shares, plus taxes and social insurance contributions
b) Share-based remuneration component (matching component)	– Once the four-year holding period requirement is fulfilled, Board of Management members receive for each three common stock shares held either – at the Company's option – one further share of common stock or the equivalent amount in cash, unless the employment relationship was ended before expiry of the agreed contractual period (except where caused by death or invalidity).
Other remuneration	Contractual agreement, main points: use of company cars, insurance premiums, contributions towards security systems, medical check-up
Compensation entitlements on termination of contract, compensation entitlements in event of change of control or takeover bid	No contractual entitlements
Retirement and surviving dependants' benefits	
Model	Principal features
a) Defined benefits (only applies to board members appointed for the first time before 1 January 2010; based on legal right to receive the benefits already promised to them, this group of persons is entitled to opt between (a) and (b))	Pension of base amount of €10,000 (Chairman: €15,000) plus fixed amounts based on length of Company and board service
b) Defined contribution system since 1 January 2010 with guaranteed minimum rate of return	<p>Pension based on amounts credited to individual savings accounts for contributions paid and interest earned</p> <p>Annual contribution for board member (Chairman) for 2011: €270,000 (€475,000) for financial year 2012 and thereafter: €300,000 (€525,000)</p> <p>Various forms of disbursement</p>

Compensation of the Board of Management for the financial year 2011 (total)

The total compensation of the current members of the Board of Management of BMW AG for 2011 amounted to €27.3 million (2010: €18.2 million). This comprises fixed components (including other remuneration) of €4.7 million (2010: €3.7 million), variable components of €21.9 million (2010: €14.5 million), and, payable for the first time for the financial year 2011, a share-based compensation component totalling €0.7 million (2010: €– million). The composition of the Board of Management was unchanged in 2011 compared to the previous year.

In addition, an expense of €1.1 million (2010: €0.9 million) was recognised in the financial year 2011 for current members of the Board of Management for the period after the end of their service relationship. This relates to the expense for allocations to pension provisions (service cost).

	2011		2010	
	Amount	Proportion in %	Amount	Proportion in %
Fixed compensation	4.7	17.2	3.7	20.3
Variable cash compensation	21.9	80.2	14.5	79.7
Share-based compensation component*	0.7	2.6	0	0
Total compensation	27.3	100.0	18.2	100.0

* Matching component; provisional number or provisional monetary value calculated at contract date (date on which the entitlement became binding in law). The final number of matching shares is determined when the requirement to invest in BMW AG common stock has been fulfilled.

Compensation of the individual members of the Board of Management for the financial year 2011 (2010)

in € or number of matching shares	Fixed compensation			Variable compensation	Share-based compensation component (matching component) ¹		Com- pensation Total	Expense for sharebased compensation component in year under report in accordance with HGB and IFRS	Provision at 31.12.2011 for share-based remuneration component in accordance with HGB and IFRS ²
	Basic compensation	Other compensation	Total		Number	Monetary value			
Norbert Reithofer	–1,020,000 (840,000)	–22,455 (17,716)	–1,042,455 (857,716)	–4,971,600 (3,438,500)	–2,610	142,480	–6,156,535 (4,296,216)	–21,443 (–)	–21,443 (–)
Frank-Peter Arndt	–590,000 (480,000)	–22,081 (21,529)	–612,081 (501,529)	–2,900,100 (2,006,625)	–1,522	–87,302 (–)	–3,599,483 (2,508,154)	–18,757 (–)	–18,757 (–)
Herbert Diess	–590,000 (435,000)	–72,190 (18,944)	–662,190 (453,944)	–2,900,100 (1,802,344)	–1,634	–88,710 (–)	–3,651,000 (2,256,288)	–15,377 (–)	–15,377 (–)
Klaus Draeger	–590,000 (480,000)	–16,008 (20,016)	–606,008 (500,016)	–2,900,100 (2,006,625)	–1,634	–95,998 (–)	–3,602,106 (2,506,641)	–19,222 (–)	–19,222 (–)
Friedrich Eichiner	–590,000 (435,000)	–26,842 (24,747)	–616,842 (459,747)	–2,900,100 (1,802,344)	–1,634	–90,311 (–)	–3,607,253 (2,262,091)	–16,915 (–)	–16,915 (–)
Harald Krüger	–518,333 (420,000)	–20,148 (20,473)	–538,481 (440,473)	–2,520,325 (1,734,250)	–1,323	–73,347 (–)	–3,132,153 (2,174,723)	–9,924 (–)	–9,924 (–)
Ian Robertson	–578,065 (420,000)	–14,106 (13,987)	–592,171 (433,987)	–2,817,686 (1,734,250)	–1,588	–90,707 (–)	–3,500,564 (2,168,237)	–13,475 (–)	–13,475 (–)
Total	4,476,398 (3,510,000)	193,830 (137,412)	4,670,228 (3,647,412)	21,910,011 (14,524,938)	11,945	668,855 (–)	27,249,094 (18,172,350)	115,113 (–)	115,113 (–)

¹ Provisional number or provisional monetary value calculated at contract date (date on which the entitlement became binding in law). The final number of matching shares is determined when the requirement to invest in BMW AG common stock has been fulfilled. See note 17 to the Group Financial Statements for a description of the accounting treatment of the share-based compensation component.

² Provisional number or provisional monetary value calculated on the basis of the closing price of BMW common stock in the XETRA trading system on 30 December 2011 (€51.76) (fair value at reporting date).

Pension benefits

in €	Allocated to pension provisions in financial year 2011 ¹	Present value of pension obligations (defined benefit plans), in accordance with IFRS ^{2,3}	Present value of pension obligations (defined benefit plans), in accordance with HGB ²	Balance on accounts at 31.12. 2011 (defined benefit plans) ²
Norbert Reithofer	196,016 (168,018)	5,093,510 (4,393,600)	4,733,729 (4,092,763)	3,858,278 (3,493,226)
Frank-Peter Arndt	110,826 (94,937)	3,027,171 (2,972,820)	2,839,571 (2,769,243)	2,584,455 (2,389,511)
Herbert Diess	147,280 (123,733)	2,201,981 (2,079,474)	2,041,544 (1,915,385)	1,817,002 (1,646,141)
Klaus Draeger	112,163 (95,435)	2,908,811 (2,736,323)	2,711,411 (2,539,567)	2,426,238 (2,226,217)
Friedrich Eichiner	127,016 (109,474)	3,058,014 (2,931,281)	2,872,538 (2,741,092)	2,536,562 (2,340,081)
Harald Krüger	87,282 (70,062)	1,669,436 (1,570,426)	1,508,167 (1,408,702)	1,382,823 (1,213,803)
Ian Robertson	278,587 (238,584)	994,200 (714,664)	924,011 (660,951)	768,936 (532,713)
Total²	1,059,170 (900,243)	18,953,123 (17,398,588)	17,630,971 (16,127,703)	15,374,294 (13,841,692)

¹ Corresponds to service cost in accordance with IFRS.

² Based on legal right to receive the benefits already promised to them, current board members were given the option of choosing between the old and new models at the time the Company changed from a defined benefit to a defined contribution system.

³ Defined Benefit Obligations

The amount paid to former members of the Board of Management and their dependants was €3.7 million (2010: €3.7 million). Pension obligations to former members of the Board of Management and their surviving dependants are fully covered by pension provisions amounting to €51.6 million (2010: €49.7 million), computed in accordance with IAS 19.

2. Compensation of the Supervisory Board Responsibilities; regulation pursuant to Articles of Incorporation

The compensation of the Supervisory Board is determined by shareholders' resolution at the Annual General Meeting. The compensation regulation valid for the financial year 2011 was resolved by shareholders at the Annual General Meeting on 8 May 2008 and is set out in Article 15 of BMW AG's Articles of Incorporation, which can be viewed and/or downloaded at www.bmwgroup.com/ir under the menu items "Corporate Facts" and "Corporate Governance".

Compensation principles, compensation components

The Supervisory Board of BMW AG receives both fixed and corporate performance-related compensation. Earnings per share of common stock form the basis for corporate performance-related compensation.

Each member of the Supervisory Board receives, in addition to the reimbursement of reasonable expenses,

a fixed amount of €55,000 (payable at the end of the year) as well as a performance-related compensation of €220 for each full €0.01 by which the earnings per share (EPS) of common stock reported in the Group Financial Statements for the relevant financial year (remuneration year) exceed a minimum amount of €2.30 (payable after the Annual General Meeting held in the following year). An upper limit of €110,000 is in place for the corporate performance-related compensation.

With this combination of fixed and corporate performance-related compensation, the compensation structure in place for BMW AG's Supervisory Board complies with the recommendation contained in section 5.4.6 of the German Corporate Governance Code (Code version dated 26 May 2010). The German Corporate Governance Code also recommends that the exercising of chair and deputy chair positions in the Supervisory Board as well the chair and membership of committees should also be considered when determining the level of compensation.

Accordingly, the Articles of Incorporation of BMW AG stipulate that the Chairman of the Supervisory Board shall receive three times the amount and each Deputy Chairman shall receive twice the amount of the remuneration of a Supervisory Board member. Provided the relevant committee convened for meetings on at least three days during the financial year, each chairman of

the Supervisory Board's committees receives twice the amount and each member of a committee receives one and a half times the amount of the remuneration of a Supervisory Board member. If a member of the Supervisory Board exercises more than one of the functions referred to above, the compensation is measured only on the basis of the function which is remunerated with the highest amount.

In addition, each member of the Supervisory Board receives an attendance fee of €2,000 for each full meeting of the Supervisory Board (Plenum) which the member has attended (payable at the end of the financial year). Attendance at more than one meeting on the same day is not remunerated separately.

The Company also reimburses to each member of the Supervisory Board any value added tax arising on their remuneration. The amounts disclosed below are net amounts.

In order to be able to perform his duties, the Chairman of the Supervisory Board is provided with secretariat and chauffeur services.

Compensation of the Supervisory Board for the financial year 2011 (total)

In accordance with § 15 of the Articles of Incorporation, the compensation of the Supervisory Board for activities during the financial year 2011 amounted to €4.5 million (2010: €3.1 million). This includes fixed compensation of €1.6 million (2010: €1.6 million) and variable compensation of €2.9 million (2010: €1.5 million). As a result of the earnings per share of €7.45 (see note 18 to the Group Financial Statements), the stipulated upper limits for Supervisory Board variable compensation were applied for the financial year ended 31 December 2011.

in € million	2011		2010	
	Amount	Proportion in %	Amount	Proportion in %
Fixed compensation	1.6	35.6	1.6	51.6
Variable compensation	2.9	64.4	1.5	48.4
Total compensation	4.5	100.0	3.1	100.0

Supervisory Board members did not receive any further compensation or benefits from the BMW Group for advisory and agency services personally rendered.

Compensation of the individual members of the Supervisory Board for the financial year 2011 (2010)

in €	Fixed compensation	Attendance fee	Variable compensation	Total ³
Joachim Milberg (Chairman)	165,000 (165,000)	10,000 (10,000)	330,000 (172,260)	505,000 (347,260)
Manfred Schoch (Deputy Chairman) ¹	110,000 (110,000)	10,000 (10,000)	220,000 (114,840)	340,000 (234,840)
Stefan Quandt (Deputy Chairman)	110,000 (110,000)	10,000 (10,000)	220,000 (114,840)	340,000 (234,840)
Stefan Schmid (Deputy Chairman) ¹	110,000 (110,000)	10,000 (10,000)	220,000 (114,840)	340,000 (234,840)
Karl-Ludwig Kley (Deputy Chairman)	110,000 (89,356)	10,000 (10,000)	220,000 (93,288)	340,000 (192,644)
Bertin Eichler ¹	55,000 (55,000)	8,000 (10,000)	110,000 (57,420)	173,000 (122,420)
Franz Haniel	55,000 (55,000)	10,000 (10,000)	110,000 (57,420)	175,000 (122,420)
Reinhard Hüttl	55,000 (55,000)	10,000 (8,000)	110,000 (57,420)	175,000 (120,420)
Henning Kagermann	55,000 (34,356)	10,000 (6,000)	110,000 (35,868)	175,000 (76,224)
Susanne Klatten	55,000 (55,000)	8,000 (10,000)	110,000 (57,420)	173,000 (122,420)
Renate Köcher	55,000 (55,000)	10,000 (10,000)	110,000 (57,420)	175,000 (122,420)
Robert W. Lane	55,000 (55,000)	8,000 (10,000)	110,000 (57,420)	173,000 (122,420)
Horst Lischka ¹	55,000 (55,000)	10,000 (10,000)	110,000 (57,420)	175,000 (122,420)
Willibald Löw ¹	55,000 (55,000)	10,000 (10,000)	110,000 (57,420)	175,000 (122,420)
Wolfgang Mayrhuber	55,000 (55,000)	8,000 (6,000)	110,000 (57,420)	173,000 (118,420)
Franz Oberländer ¹	55,000 (55,000)	8,000 (8,000)	110,000 (57,420)	173,000 (120,420)
Anton Ruf	55,000 (55,000)	8,000 (10,000)	110,000 (57,420)	173,000 (122,420)
Maria Schmidt ¹	55,000 (55,000)	10,000 (10,000)	110,000 (57,420)	175,000 (122,420)
Jürgen Wechsler ^{1,2}	48,973 (-)	6,000 (-)	97,045 (-)	152,018 (-)
Werner Zierer ¹	55,000 (55,000)	10,000 (10,000)	110,000 (57,420)	175,000 (122,420)
Total³	1,423,973 (1,430,301)	184,000 (184,000)	2,847,045 (1,493,235)	4,455,018 (3,107,536)

¹ These employee representatives have – in line with the guidelines of the Deutsche Gewerkschaftsbund – requested that their remuneration be paid into the Hans-Böckler-Foundation.

² Member of the Supervisory Board since 10 February 2011

³ Figures for the previous year include the remuneration of members of the Supervisory Board who left office during the financial year 2010.

3. Other

Apart from vehicle lease contracts entered into on customary market conditions, no advances and loans were granted by the Company to members of the Board of Management and the Supervisory Board, nor were any contingent liabilities entered into on their behalf.