

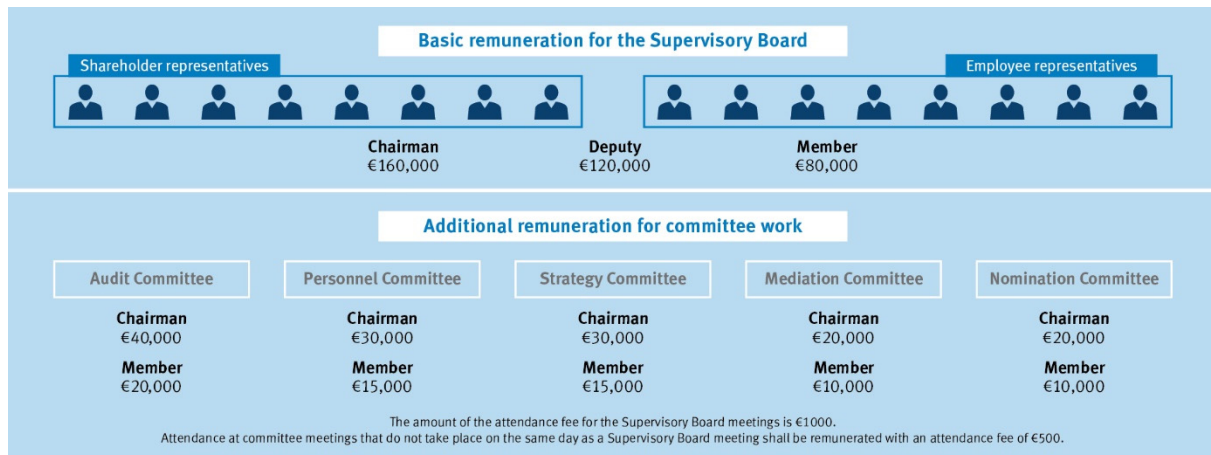


Remuneration of the Supervisory Board

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The remuneration regulations for the Supervisory Board that were applicable for the year under review were adopted by the Annual General Meeting on May 8, 2018, with effect from fiscal 2019. These are set down in Article 13 of the Articles of Association of Rheinmetall AG and shown in the diagram below:

Remuneration of the members of the Supervisory Board and its committees



The Supervisory Board members also receive a meeting attendance fee. The attendance fee for Supervisory Board meetings is €1,000. The attendance fee for committee meetings that are not held on the same day as a Supervisory Board meeting is €500. Supervisory Board and committee members who belonged to the Supervisory Board or a committee for only part of the fiscal year receive remuneration on a pro rata temporis basis. In addition, Rheinmetall refunds VAT on Supervisory Board remuneration and expenses incurred for the Supervisory Board meetings to the members of the Supervisory Board upon request.

The Supervisory Board members are covered by any directors' and officers' liability insurance that has been taken out by the company in its own interests in an appropriate amount and with an appropriate deductible for members of management bodies and certain other managers. The premiums for this are paid by the company.



The shareholder representatives on the Supervisory Board in office as of December 31, 2021 received the following remuneration for fiscal 2021:

		Fixed remuneration		Committee remuneration		Attendance fee		Total remuneration
		€	%	€	%	€	%	€
Ulrich Grillo	2021	160,000	53.6	120,000	40.2	18,500	6.2	298,500
Chairman of the Supervisory Board	2020	160,000	54.7	120,000	41.0	12,500	4.3	292,500
Professor Dr. Dr. h.c. Sahin Albayrak*	2021	51,507	78.4	9,658	14.7	4,500	6.9	65,665
	2020	-						
Dr.-Ing. Dr.-Ing. E. h. Klaus Draeger	2021	80,000	75.5	15,000	14.2	11,000	10.4	106,000
	2020	80,000	77.3	15,000	14.5	8,500	8.2	103,500
Professor Dr. Andreas Georgi	2021	80,000	50.3	61,438	38.7	17,500	11.0	158,938
	2020	80,000	54.4	55,000	37.4	12,000	8.2	147,000
Dr. Britta Giesen*	2021	51,507	77.3	9,658	14.5	5,500	8.3	66,665
	2020	-						
Professor Dr. Susanne Hannemann	2021	80,000	70.2	20,000	17.5	14,000	12.3	114,000
	2020	80,000	72.4	20,000	18.1	10,500	9.5	110,500
Dr. Franz Josef Jung	2021	80,000	78.8	10,000	9.9	11,500	11.3	101,500
	2020	80,000	81.6	10,000	10.2	8,000	8.2	98,000
Klaus-Günter Vennemann	2021	80,000	79.6	10,000	10.0	10,500	10.4	100,500
	2020	80,000	82.5	10,000	10.3	7,000	7.2	97,000

* Since May 11, 2021
 Figures exclude value-added tax

The employee representatives on the Supervisory Board in office as of December 31, 2021 received the following remuneration for fiscal 2021:

		Fixed remuneration		Committee remuneration		Attendance fee		Total remuneration
		€	%	€	%	€	%	€
Dr. Daniel Hay ¹	2021	120,000	60.8	60,000	30.4	17,500	8.9	197,500
Deputy Chairman of the Supervisory Board	2020	98,798	67.5	36,147	24.7	11,500	7.9	146,445
Ralf Bolm ¹	2021	80,000	70.2	20,000	17.5	14,000	12.3	114,000
	2020	40,219	75.0	9,399	17.5	4,000	7.5	53,618
Dr. Michael Mielke	2021	80,000	87.9			11,000	12.1	91,000
	2020	80,000	92.0			7,000	8.0	87,000
Reinhard Müller ¹	2021	80,000	66.9	25,000	20.9	14,500	12.1	119,500
	2020	80,000	75.4	17,049	16.1	9,000	8.5	106,049
Dagmar Muth ¹	2021	80,000	76.9	15,000	14.4	9,000	8.7	104,000
	2020	80,000	80.0	15,000	15.0	5,000	5.0	100,000
Barbara Resch ¹	2021	80,000	89.9			9,000	10.1	89,000
	2020	40,219	93.1		0.0	3,000	6.9	43,219
Markus Schnaubel ¹	2021	80,000	74.8	15,000	14.0	12,000	11.2	107,000
	2020	80,000	77.3	15,000	14.5	8,500	8.2	103,500
Sven Schmidt ¹	2021	80,000	64.4	29,658	23.9	14,500	11.7	124,158
	2020	80,000	72.7	20,000	18.2	10,000	9.1	110,000

Figures exclude value-added tax

¹ These employee representatives in the Supervisory Board and the trade union representatives in the Supervisory Board have declared that they will forward their remuneration less attendance fees to the Hans Böckler Foundation in accordance with the guidelines of the Federation of German Trade Unions.



The Supervisory Board members who left in 2021 and who had represented the shareholders received the following remuneration:

		Fixed remuneration		Committee remuneration		Attendance fee		Total remuneration
		€	% TR	€	% TR	€	% TR	€
Detlef Moog*	2021	28,712	74.4	5,384	13.9	4,500	11.7	38,596
	2020	80,000	78.8	15,000	14.8	6,500	6.4	101,500
Univ.-Prof. Dr. Marion A. Weissenberger-Eibl*	2021	28,712	77.0	3,589	9.6	5,000	13.4	37,301
	2020	80,000	83.3	10,000	10.4	6,000	6.3	96,000

* Until May 11, 2021

Figures exclude value-added tax

In accordance with section 113(3) sentence 1 AktG, the annual general meeting of a listed company must resolve on the remuneration and the remuneration system for the members of the Supervisory Board at least every four years. In the view of the Supervisory Board and the Executive Board, the constant competition for qualified and experienced individuals as candidates for the shareholder representatives on the Supervisory Board and the still increasing requirements for Supervisory Board activities made it necessary to increase the Supervisory Board remuneration as compared to the previously granted remuneration in line with usual market conditions, so as to be able to compete in the search for suitable candidates in the future, too.

Taking account of ARUG II and the German Corporate Governance Code, the Annual General Meeting on May 11, 2021 approved the management's motion put to the vote under agenda item 8 by a majority of 99.75%.