

# Remuneration Report

## Remuneration of Management Board Members

The remuneration structure must be geared to sustained corporate development. Monetary remuneration includes fixed and variable components.

The criteria used in evaluating the suitability of remuneration are as follows: The tasks of the

respective Management Board member, his personal performance, the economic situation, profit and future outlook of the Company, standard practice in the industry and the Company's general remuneration structure. The Supervisory Board regularly reviews the structure and amount of the remuneration for Management Board members.

## Fixed Remuneration (not Based on Performance)

In T€	Salary		Other Remuneration		Total	
	08/09	07/08	08/09	07/08	08/09	07/08
Norbert Haimerl	204	170	14	15	218	185
Heiko Runge	203	170	10	11	213	181
Total	407	340	24	26	431	366

## Performance-Based Remuneration

In T€	Profit Sharing Bonus	
	08/09	07/08
Norbert Haimerl	0	137
Heiko Runge	0	137
Total	0	274

## Pensions

in T€	Annual Remuneration upon Reaching Pensionable Age		Addition to Pension Accruals	
	as at 30/09/2009	as at 30/09/2008	2008/2009	2007/2008
Norbert Haimerl	36	36	16	17
Heiko Runge	36	36	14	14
Total	72	72	30	31

In addition, benefits in the amount of T€ 12 were paid to surviving dependents of former Management Board members.

## ***Payments upon Termination of Management***

### ***Board Activity***

The Supervisory Board appoints the Dr. Höhle AG Board of Management for a maximum period of office of five years, respectively. In the event of a change in the ownership structure of Dr. Höhle AG (change of control), Management Board members are entitled to terminate their Board of Management Service Agreement within a period of three months after obtaining knowledge of the change in the ownership structure with a three-month notice period and to resign from office at that time. A change in the ownership structure is defined as any direct or indirect assumption of control over Dr. Höhle AG by a third party within the meaning of the German Securities Purchase and Takeover Act (Wertpapiererwerbs- und Übernahmegesetz [WpÜG]). In the event of resignation, the respective Management Board member is entitled to a severance payment in the amount of two annual gross salaries (including performance-based compensation), up to a maximum of T€ 400. Calculation of the annual gross salary is based on the average salary for the past three financial years prior to leaving the Company.

### Compensation of Supervisory Board Members

The total compensation for Supervisory Board members is comprised of fixed and variable components. It is based on the tasks and responsibility

of the respective Supervisory Board member and on the economic performance of the Höhle Group. No further compensation, e.g. for consulting or intermediary services, is granted.

### Fixed Compensation (not Based on Performance)

In T€	Total	
	as at 30/09/2009	as at 30/09/2008
Dr. Hans-Joachim Vits	8	8
Prof. Dr. Karl Höhle	6	6
Eckhard Pergande	4	4
Total	18	18

### Performance-Based Compensation

In T€	Total	
	as at 30/09/2009	as at 30/09/2008
Dr. Hans-Joachim Vits	0	8
Prof. Dr. Karl Höhle	0	6
Eckhard Pergande	0	4
Total	0	18