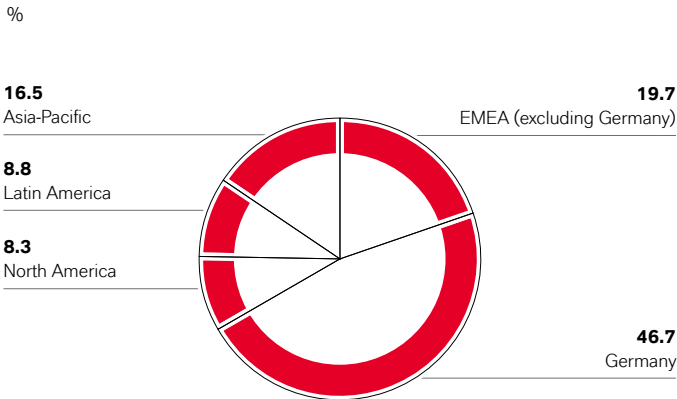
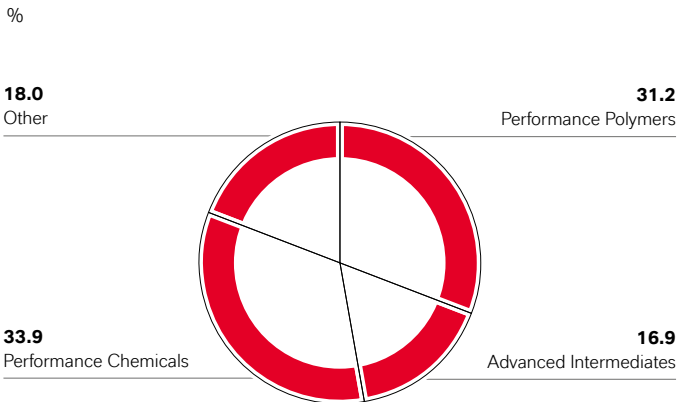


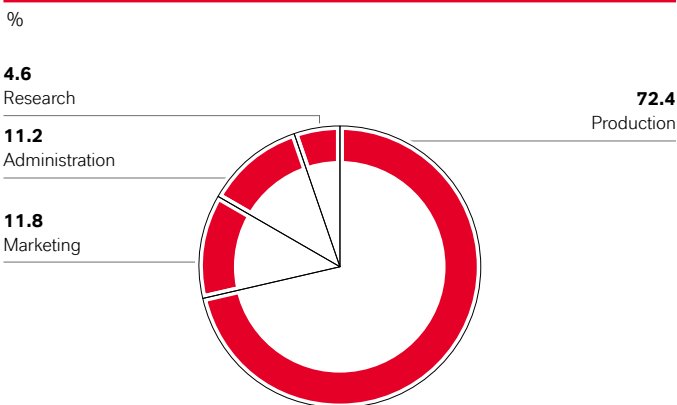
Employees by Region



Employees by Segment



Employees by Functional Area (Annual Average)



HR strategy

Our entrepreneurial success is fundamentally based on our employees' professionalism, implementation skills and sense of responsibility. Only through their ongoing training and development – especially aimed at strengthening their willingness to learn and change – can we safeguard our company's ability to continuously adapt to complex market challenges and sustainably improve LANXESS's competitiveness.

The strategic development initiative in the HR function, which was started in 2013, was integrated into the "Let's LANXESS again" program in 2014. Within the context of our realignment, leadership, dialogue, organizational consulting and change management were special areas of focus for the HR organization.

In addition to developing and implementing innovative concepts for addressing the challenges resulting from demographic change, our top long-term strategic human resources goal is to attract and cultivate a range of talented employees for LANXESS. We aim to strengthen our diversity, particularly in terms of age, national origin and gender. As part of our Diversity & Inclusion initiative, we have set a goal for the company: to voluntarily increase the proportion of women in middle and upper management to around 20% by 2020. The figure currently stands at around 15.3%.

Compensation report

Compensation of the Board of Management

The structure of the compensation system and the level of compensation for the members of the Board of Management are determined by the Supervisory Board. The appropriateness of the compensation is regularly reviewed. The criteria for determining the appropriateness of the compensation for an individual Board of Management member include, in particular, his duties, his personal performance, the economic situation, and the success and sustainable growth of the LANXESS Group. Consideration is also given to compensation at comparable companies and the company's overall compensation structure, including as well the ratio between the compensation of the Board of Management and that of LANXESS's senior executives and the rest of the workforce, both overall and in terms of time. The compensation structure is also designed to be competitive in the international market for highly qualified executives and provide the motivation to successfully work toward sustainable corporate development.

The compensation system that was introduced for members of the Board of Management in 2010 was approved by the Annual Stockholders' Meeting of LANXESS AG on May 28, 2010. This compensation system was applied when concluding the service contracts with all Board of Management members.

The components of the compensation for members of the Board of Management are the annual base salary; the variable components, which are the Annual Performance Payment, the Long-Term Incentive Plan/Long-Term Stock Performance Plan and the Long-Term Performance Bonus; and a retirement pension. The three variable components are linked to LANXESS's annual performance and, particularly, to its corporate success over a number of years. The average compensation mix of 30% annual base salary and 70% variable compensation components, assuming 100% target attainment, is strongly aligned with the company's performance and long-term value creation. The present service contracts for members of the Board of Management set out the annual base salary and limits on the amounts for the variable compensation components. They do not provide for an additional separate limit on total compensation, even taking into account a possible discretionary bonus.

Compensation Mix for Members of the Board of Management

%	
Annual base salary	30
Annual Performance Payment	36
Long-Term Incentive Plan/Long-Term Stock Performance Plan	20
Long-Term Performance Bonus	14
	100

Annual base salary The fixed compensation comprises the annual base salary and compensation in kind, the latter consisting mainly of the tax value of perquisites such as the use of a company car. The annual base salary of the members of the Board of Management is market-oriented and in line with that paid at other comparable companies.

Variable compensation The annual performance-based component of the variable compensation, known as the Annual Performance Payment (APP), is based on corporate business targets and other conditions, such as the attainment of certain Group EBITDA targets,

which are defined by the Supervisory Board before the beginning of the respective fiscal year. In the case of 100% target attainment, the individual APP budget for 2014 for Mr. Zachert is 125% and for the other members of the Board of Management 115% of their respective annual base salaries. The maximum payment is defined on an annual basis by the Supervisory Board. For fiscal 2014, it has been capped at 100% and for fiscal 2015 at 150% of the individual budgets for the members of the Board of Management – assuming 100% target attainment. Actual payments may differ from the amount calculated in advance.

The Long-Term Incentive Plan (LTIP) is another element of variable compensation. This compensation component is based on the performance of LANXESS stock against a reference index, the Dow Jones STOXX 600 ChemicalsSM. The LTIP responds to the call by legislators for a stronger focus on long-term company performance. It is divided into three three-year tranches, with the first tranche having begun in 2008. Participation required a prior personal investment each year in LANXESS shares to a value of 13% of the annual base salary. The shares were subject to a five-year lock-up period. The last payments from the LTIP were made in 2013. 100% target attainment brought a payment per tranche of 50% of the individual target income, which is the annual base salary plus the APP assuming 100% target attainment.

The LTIP was succeeded effective fiscal 2010 by two other long-term variable compensation components: the Long-Term Stock Performance Plan (LTSP) and the Long-Term Performance Bonus (LTPB).

The LTSP is divided into four four-year tranches. The 2010–2013 tranche is also based on the performance of LANXESS stock against the Dow Jones STOXX 600 ChemicalsSM reference index. Compared to the previous LTIP, the possible payment per tranche under the new plan has been reduced from 50% to 30% of the individual target income, assuming 100% target attainment. The condition for participation in the LTSP is a prior personal investment each year in LANXESS shares to a value of 5% of the annual base salary. The shares are subject to an average five-year lock-up period. The LTSP 2014–2017 offered since 2014 uses the MSCI World Chemicals Index as the new reference index but is otherwise largely unchanged from the 2010–2013 tranche.

Compensation of the Board of Management

Year	Fixed compensation		Variable compensation			Total cash compensation	Payments from LTSP rights		Total	
	Annual base salary	Compensation in kind	Performance bonus ¹⁾	Payment for previous years ⁴⁾	LTPB (multi-year)		Number of rights	Fair values		
Serving members of the Board of Management as of December 31, 2014										
Matthias Zachert (as of April 1, 2014)	2014	900	54	1,125	–	406⁵⁾	2,485	810,000	689	3,174
	2013	–	–	–	–	–	–	–	–	–
Dr. Bernhard Düttmann	2014	650	60	673	–	263⁷⁾	1,646	419,250	356	2,002
	2013	613	57	346 ²⁾	–	218 ⁶⁾	1,234	322,500	177	1,411
Dr. Rainier van Roessel	2014	650	49	673	–	263⁷⁾	1,635	419,250	356	1,991
	2013	613	47	346 ²⁾	–	218 ⁶⁾	1,224	322,500	177	1,401
Former members of the Board of Management as of December 31, 2014										
Dr. Axel C. Heitmann (until February 21, 2014)	2014	157	(1)	–	–	–	156	–	–	156
	2013	1,000	130	615 ³⁾	34	323 ⁶⁾	2,102	596,625	328	2,430
Dr. Werner Breuers (until August 5, 2014)	2014	387	34	238	–	–	659	–	–	659
	2013	613	51	346 ²⁾	–	218 ⁶⁾	1,228	322,500	177	1,405
Total	2014	2,744	196	2,709	–	932	6,581	1,648,500	1,401	7,982
	2013	2,839	285	1,653	34	977	5,788	1,564,125	859	6,647

1) Payment in 2014 and 2015, respectively

2) The performance bonus was voluntarily reduced by 10% of the annual base salary.

3) The performance bonus was voluntarily reduced by 6% of the annual base salary.

4) Payment in 2013

5) Payment in 2014

6) Payment of 50% each in 2014 and 2015

7) Payment of 50% each in 2015 and 2016

For more information, particularly regarding the valuation parameters applied, please see Note [14] to the consolidated financial statements.

The personnel expenses for (2013: gain from) share-based compensation in fiscal 2014 amounted to €100 thousand for Mr. Zachert, €20 thousand (2013: €56 thousand) for Dr. Düttmann, €428 thousand (2013: €223 thousand) for Dr. van Roessel, €564 thousand (2013: €385 thousand) for Dr. Heitmann and €1,056 thousand (2013: €223 thousand) for Dr. Breuers.

The LTPB, which is the third variable compensation component, is likewise aligned with long-term corporate performance. It rewards target attainment only after two successive fiscal years. The basis for calculating the LTPB is the individual APP target attainment for the fiscal years in question. The exact amount of the LTPB results from the average individual APP target attainment for the two fiscal years. Assuming an average APP target attainment of 100%, the LTPB amounts to 45% of the annual base salary. Actual payments in 2015 and 2016 may differ from the amounts calculated in advance.

In 2014, Mr. Zachert received a one-time payment of €2,000 thousand in partial recompense for the multi-year variable compensation originally agreed under his previous employment contract but not paid out because of his move to LANXESS AG. His total compensation

therefore amounts to €5,174 thousand. The table shows the total compensation of the other members of the Board of Management. The aggregate compensation of the entire Board of Management totaled €9,982 thousand (2013: €6,647 thousand), comprising €4,940 thousand (2013: €3,124 thousand) in non-performance-related components, €3,641 thousand (2013: €2,664 thousand) in performance-related components and €1,401 thousand (2013: €859 thousand) in components with a long-term incentive effect.

Retirement pensions On termination of their service contracts, the members of the Board of Management receive benefits under the company pension plan. These benefits are paid when the beneficiary reaches age 60 or if the beneficiary is permanently unable to work. They are paid to surviving dependents in the event of the beneficiary's death.

The pension plan for the members of the Board of Management is a defined contribution plan stipulating a basic contribution to be made by the company equal to 25% of the annual base salary and APP. The maximum amount taken into account for calculating the APP contribution is that due on 100% target attainment, irrespective of the actual target attainment. Moreover, the members of the Board of Management must themselves pay an amount from deferred compensation amounting to 12.5% of the APP. The members of the Board of

Management may increase their personal contribution to up to 25% of the APP. From the date of entitlement, up to 30% of the accumulated capital – including the interest thereon – may be converted to a pension benefit. There are claims arising from provisions in place before 2006 that are granted as vested rights to individual members of the Board of Management. If the service contract ends before the beneficiary reaches the age of 60, the company pays certain additional benefits up to a defined ceiling.

LANXESS has established provisions for the future claims of Board of Management members. The total service cost recognized under IFRS accounting rules in the 2014 consolidated financial statements for this purpose was €2,496 thousand (2013: €1,264 thousand). The present value of the obligations for the members of the Board of Management serving as of December 31, 2014 was €9,994 thousand (2013: €21,740 thousand). Under IFRS accounting principles, the service cost for pension entitlements earned in 2014 and the present value of the obligations, including acquired rights, as of December 31, 2014 amounted, respectively, to €1,574 thousand and €1,993 thousand for Mr. Zachert, €254 thousand and €2,095 thousand (2013: €394 thousand and €1,584 thousand) for Dr. Düttmann, and €148 thousand and €5,906 thousand (2013: €118 thousand and €5,090 thousand) for Dr. van Roessel. The service cost for Dr. Heitmann and Dr. Breuers for their service on the Board of Management in 2014 came to €366 thousand and €154 thousand, respectively.

The net expense for pension entitlements recognized under HGB accounting rules in the 2014 annual financial statements for this purpose was €109 thousand (2013: €3,470 thousand). This amount includes income in connection with pension entitlements for Dr. Heitmann and Dr. Breuers of €1,851 thousand and €2 thousand, respectively. The present value of the obligations for the members of the Board of Management serving as of December 31, 2014 was €7,787 thousand (2013: €18,565 thousand). Under HGB accounting principles, the present value of the obligations, including vested rights, for the members of the Board of Management serving as of December 31, 2014 amounted, respectively, to €1,287 thousand for Mr. Zachert, €1,644 thousand (2013: €1,348 thousand) for Dr. Düttmann, and €4,856 thousand (2013: €4,477 thousand) for Dr. van Roessel.

As of December 31, 2014, obligations to former members of the Board of Management totaled €27,921 thousand (2013: €11,578 thousand) under IFRS accounting rules and €21,215 thousand (2013: €9,734 thousand) under HGB accounting rules. In 2014, this total contained obligations to Dr. Heitmann and Dr. Breuers for the first time.

Benefits associated with and following termination of service on the Board of Management The members of the Board of Management have indemnification rights should their service contracts be terminated for defined reasons at the instigation of the company or in the event of a material change of control over the company. The terms depend

on the respective circumstances and, regardless of the remaining term of the service contract, include severance payments amounting to up to two times the annual base salary or, in the event of a change of control, three times the annual base salary, plus the APP and LTPB assuming 100% target achievement and compensation pro rata temporis of LTSP rights.

No additional benefits have been pledged to any member of the Board of Management in the event of termination of their service.

Dr. Heitmann resigned from the Board of Management by mutual agreement effective February 21, 2014, and left the company. Up to this time, the contractually agreed benefits were granted and paid, including the variable compensation for fiscal 2013 that had already been earned. Dr. Heitmann waived further claims, i.e. to variable compensation (APP and LTPB) pro rata, compensation for existing LTSP rights or other severance payments.

Dr. Breuers will be leaving the company on expiration of his service contract on May 31, 2015. He already resigned from the Board of Management effective August 5, 2014. The contractually agreed terms of his compensation shall remain applicable until he leaves the company. At that time, existing LTSP rights shall be evaluated at €1.00 per right and compensation paid pro rata, depending on the length of the retention period that has already elapsed. This results in an entitlement of €729 thousand. In addition, Dr. Breuers has been granted a severance payment of €1,690 thousand comprising a target income, which is the annual base salary plus the APP and LTPB assuming 100% target attainment.

In 2014, compensation of former members of the Board of Management totaled €1,983 thousand (2013: €308 thousand).

Other benefits In 2014, no member of the Board of Management received benefits or assurances of benefits from third parties in respect of their duties as members of the Board of Management.

No loans were granted to members of the Board of Management in fiscal 2014.

Individual compensation in line with the recommendations of the German Corporate Governance Code

The following tables list the compensation, additional benefits and allocations (payments) for 2013 and 2014, in line with the recommendations of the German Corporate Governance Code. The variable compensation components differ depending on the reference period. The amounts of compensation shown also include the maximum and minimum attainable compensation.

Compensation Granted (Serving Members of the Board of Management as of December 31, 2014)

	Matthias Zachert Chairman of the Board of Management Appointed April 1, 2014				Dr. Bernhard Düttmann Chief Financial Officer Appointed April 1, 2011				Dr. Rainier van Roessel Member of the Board of Management Appointed January 1, 2007			
	Target value 2013	Target value 2014	2014 (min.)	2014 (max.)	Target value 2013	Target value 2014	2014 (min.)	2014 (max.)	Target value 2013	Target value 2014	2014 (min.)	2014 (max.)
Annual base salary	–	900	900	900	613	650	650	650	613	650	650	650
Compensation in kind	–	54	54	54	57	60	60	60	47	49	49	49
Total	–	954	954	954	670	710	710	710	660	699	699	699
Annual Performance Payment (APP)²⁾	–	1,125	1,125	1,125	748	748	0	748	748	748	0	748
Multi-year variable compensation	–	1,365	406	2,431	538	649	0	1,059	538	649	0	1,059
LTPB (tranche 2012–2013)	–	–	–	–	68	–	–	–	68	–	–	–
LTPB (tranche 2013–2014)	–	203	203	203	293	0	0	(146) ³⁾	293	0	0	(146) ³⁾
LTPB (tranche 2014–2015) ²⁾	–	473	203	608	0	293	0	366	0	293	0	366
LTSP 2010–2013 (tranche 2013)	–	–	–	–	177	–	–	–	177	–	–	–
LTSP 2014–2017 (tranche 2014)	–	689	0	1,620	0	356	0	839	0	356	0	839
Total	–	3,444	2,485	4,510	1,956	2,107	710	2,517	1,946	2,096	699	2,506
Service cost	–	1,574	1,574	1,574	394	254	254	254	118	148	148	148
Total compensation¹⁾	–	5,018	4,059	6,084	2,350	2,361	964	2,771	2,064	2,244	847	2,654

1) In 2014, Mr. Zachert also received a one-time payment of €2,000 thousand in partial recompense for the multi-year variable compensation originally agreed under his previous employment contract but not paid out because of his move to LANXESS AG.

2) Maximum target attainment for 2014 reduced from 200% to 100%

3) 2013 grant adjusted retrospectively to 100% for 2014

Allocations (Serving Members of the Board of Management as of December 31, 2014)

	Matthias Zachert Chairman of the Board of Management Appointed April 1, 2014		Dr. Bernhard Düttmann Chief Financial Officer Appointed April 1, 2011		Dr. Rainier van Roessel Member of the Board of Management Appointed January 1, 2007	
	2013	2014	2013	2014	2013	2014
Annual base salary	–	900	613	650	613	650
Compensation in kind	–	54	57	60	47	49
Total	–	954	670	710	660	699
Annual Performance Payment (APP)²⁾	–	1,125	346²⁾	673	346²⁾	673
Multi-year variable compensation	–	406	328	212	1,349	825
LTPB (tranche 2012–2013)	–	–	328	–	328	–
LTPB (tranche 2013–2014)	–	203	–	212	–	212
LTPB (tranche 2014–2015)	–	203	–	–	–	–
LTIP 2008–2010 (tranche 2010)	–	–	–	–	1,021	–
LTSP 2010–2013 (tranche 2010)	–	–	–	–	–	613
Total	–	2,485	1,344	1,595	2,355	2,197
Service cost	–	1,574	394	254	118	148
Total compensation¹⁾	–	4,059	1,738	1,849	2,473	2,345

1) In 2014, Mr. Zachert also received a one-time payment of €2,000 thousand in partial recompense for the multi-year variable compensation originally agreed under his previous employment contract but not paid out because of his move to LANXESS AG.

2) The performance bonus (APP) was voluntarily reduced by 10% of the annual base salary.

Compensation Granted (Former Members of the Board of Management as of December 31, 2014)

€ '000	Dr. Axel C. Heitmann Chairman of the Board of Management Resigned February 21, 2014				Dr. Werner Breuers Member of the Board of Management Resigned August 5, 2014			
	Target value 2013	Target value 2014	2014 (min.)	2014 (max.)	Target value 2013	Target value 2014	2014 (min.)	2014 (max.)
Annual base salary	1,000	157	157	157	613	387	387	387
Compensation in kind	130	(1) ³⁾	(1) ³⁾	(1) ³⁾	51	34	34	34
Total	1,130	156	156	156	664	421	421	421
Annual Performance Payment (APP)¹⁾	1,236	-	-	-	748	445	0	445
Multi-year variable compensation	880	-	-	-	538	87	0	(59)
LTPB (tranche 2012–2013)	68	-	-	-	68	-	-	-
LTPB (tranche 2013–2014)	484	-	-	-	293	0	0	(146) ²⁾
LTPB (tranche 2014–2015) ¹⁾	0	-	-	-	0	87	0	87
LTSP 2010–2013 (tranche 2013)	328	-	-	-	177	-	-	-
LTSP 2014–2017 (tranche 2014)	0	-	-	-	0	-	-	-
Total	3,246	156	156	156	1,950	953	421	807
Service cost	376	366	366	366	376	154	154	154
Total compensation	3,622	522	522	522	2,326	1,107	575	961

1) Maximum target attainment for 2014 reduced from 200% to 100%

2) 2013 grant adjusted retrospectively to 100% for 2014

3) Including correction for prior year

Allocations (Former Members of the Board of Management as of December 31, 2014)

€ '000	Dr. Axel C. Heitmann Chairman of the Board of Management Resigned February 21, 2014		Dr. Werner Breuers Member of the Board of Management Resigned August 5, 2014	
	2013	2014	2013	2014
Annual base salary	1,000	157	613	387
Compensation in kind	130	(1)	51	34
Total	1,130	156	664	421
Annual Performance Payment (APP)¹⁾	615²⁾	-	346¹⁾	238
Multi-year variable compensation	2,316	1,064	1,349	693
LTPB (tranche 2012–2013)	542	-	328	-
LTPB (tranche 2013–2014)	-	-	-	80
LTPB (tranche 2014–2015)	-	-	-	-
LTIP 2008–2010 (tranche 2010)	1,774	-	1,021	-
LTSP 2010–2013 (tranche 2010)	-	1,064	-	613
Total	4,061	1,220	2,359	1,352
Service cost	376	366	376	154
Total compensation	4,437	1,586	2,735	1,506

1) The performance bonus (APP) was voluntarily reduced by 10% of the annual base salary.

2) The performance bonus (APP) was voluntarily reduced by 6% of the annual base salary.

Compensation of the Supervisory Board

The compensation of the Supervisory Board is governed by Section 12 of the company's articles of association. The members of the Supervisory Board of LANXESS AG receive fixed compensation of €80 thousand per year. The Chairman of the Supervisory Board receives three times, and the Vice Chairman one and a half times, this amount. Serving as the chair or a member of Supervisory Board committees is compensated separately in accordance with the German Corporate Governance Code. Supervisory Board members who belong to a committee receive one half of the fixed compensation amount in addition. The chair of the Audit Committee receives a further half. Supervisory Board members who chair a committee other than the Audit Committee receive a further quarter. However, no member may receive in total more than three times the fixed compensation amount.

Supervisory Board members are reimbursed for their expenses in addition and also receive an attendance allowance of €1.5 thousand for each Supervisory Board meeting and each committee meeting they attend, with the exception of meetings of the Committee formed pursuant to Section 27, Paragraph 3 of the German Codetermination Act and meetings of the Nominations Committee. With respect to their membership on the supervisory boards of LANXESS Group companies, the members of the Supervisory Board are remunerated only for their service on the Supervisory Board of LANXESS Deutschland GmbH in the amount of €5 thousand each.

The Supervisory Board members also receive a long-term incentive based on the company's performance during the standard term of an individual's membership on the Supervisory Board (five years). Unlike the fixed compensation component, this variable compensation component is not paid every year, but only once at the end of the standard term of office. If a Supervisory Board member serves a shorter term, the amount is prorated.

Payment of the variable compensation depends on how LANXESS's stock performs relative to the Dow Jones STOXX 600 ChemicalsSM index during a member's five-year term. The average price of LANXESS stock and the average level of the index during the 90 trading days prior to the Annual Stockholders' Meeting at which the Supervisory Board members were elected are each compared with the respective average for the 90 trading days prior to the Annual Stockholders' Meeting at the conclusion of which the members' terms end. The variable compensation is only payable if the stock has outperformed the benchmark index. The exact amount of the variable compensation depends on the extent to which the stock price outperformed the benchmark index in the preceding five years. If LANXESS stock has outperformed the Dow Jones STOXX 600 ChemicalsSM by up to ten percentage points, the variable compensation amounts to €50 thousand for this five-year period; if it has outperformed the index by between ten and 20 percentage points, €100 thousand is paid, and if the degree of out-performance is greater than this, the compensation is €150 thousand.

No variable compensation was paid in fiscal 2014.

The expected compensation payable for the term of office that began with the conclusion of the Annual Stockholders' Meeting on May 28, 2010, and runs until the conclusion of the Annual Stockholders' Meeting that resolves to ratify the Supervisory Board members' actions for fiscal 2014 was valued at €0 thousand (2013: €1,800 thousand) at December 31, 2014.

None of the members of the Supervisory Board received benefits for services provided personally during the reporting period. No loans or advances were granted to members of the Supervisory Board during the reporting year.

The following table breaks down the compensation received by each member of the Supervisory Board for their work on the Supervisory Board in fiscal 2014.

Compensation of the Supervisory Board¹⁾

€	Year	Fixed compensation LANXESS AG	Compensation as committee member LANXESS AG	Attendance allowance	Fixed compensation LANXESS Deutschland GmbH	Total
Dr. Rolf Stomberg, Chairman	2014	240,000	0	22,500	5,000	267,500
	2013	240,000	0	16,500	5,000	261,500
Ulrich Freese, Vice Chairman	2014	120,000	40,000	21,000	5,000	186,000
	2013	120,000	40,000	16,500	5,000	181,500
Axel Berndt	2014	80,000	40,000	18,000	5,000	143,000
	2013	80,000	40,000	15,000	5,000	140,000
Dr. Rudolf Fauss (pro rata temporis until June 30, 2014)	2014	40,000	20,000	10,500	2,500	73,000
	2013	80,000	40,000	15,000	5,000	140,000
Dr. Hans-Dieter Gerriets (pro rata temporis from July 1, 2014)	2014	40,000	20,000	7,500	2,500	70,000
	2013	0	0	0	0	0
Dr. Friedrich Janssen	2014	80,000	120,000	27,000	5,000	232,000
	2013	80,000	96,548	18,000	5,000	199,548
Robert J. Koehler	2014	80,000	40,000	21,000	5,000	146,000
	2013	80,000	40,000	13,500	5,000	138,500
Rainer Laufs	2014	80,000	40,000	18,000	5,000	143,000
	2013	80,000	40,000	15,000	5,000	140,000
Thomas Meiers	2014	80,000	40,000	18,000	5,000	143,000
	2013	80,000	40,000	15,000	5,000	140,000
Dr. Ulrich Middelmann (deceased July 2, 2013)	2014	0	0	0	0	0
	2013	40,110	20,055	7,500	2,507	70,172
Claudia Nemat (effective July 25, 2013)	2014	80,000	0	9,000	5,000	94,000
	2013	35,068	0	3,000	2,192	40,260
Hans-Jürgen Schicker	2014	80,000	40,000	22,500	5,000	147,500
	2013	80,000	40,000	16,500	5,000	141,500
Gisela Seidel	2014	80,000	40,000	22,500	5,000	147,500
	2013	80,000	40,000	16,500	5,000	141,500
Theo H. Walthie	2014	80,000	40,000	18,000	5,000	143,000
	2013	80,000	40,000	15,000	5,000	140,000
Total	2014	1,160,000	480,000	235,500	60,000	1,935,500
	2013	1,155,178	476,603	183,000	59,699	1,874,480

1) Figures exclude value-added tax