

Annual remuneration paid to active members of the Management Board and additions to pension provisions during 2018 and 2017 in EUR thousands¹⁾

	Salary		Variable remuneration		Other remuneration ³⁾		Total		Bonus account ⁴⁾		Additions to pension provisions	
	2018	2017	2018	2017	2018	2017	2018	2017	2018	2017	2018	2017
	EUR in thousands		EUR in thousands		EUR in thousands		EUR in thousands		EUR in thousands		EUR in thousands	
Klaus R. Michalak (CEO)	406	402	92	74	15	15	513	491	307	276	288	278
Markus Scheer	406	402	76	75	25	23	506	501	236	217	641	418
Claudia Schneider ²⁾	406	312	13	-	7	4	426	316	143	66	334	95
Andreas Ufer	406	402	55	37	33	32	494	471	227	187	481	256
Total	1,623	1,518	236	186	80	74	1,939	1,779	914	746	1,744	1,047

¹⁾ Rounding differences may occur in the table for computational reasons.

²⁾ Appointed to the Management Board of KfW IPEX-Bank GmbH as of 17 March 2017.

³⁾ This remuneration is presented in analogy with the figures stated in the Notes in accordance with Section 285 (9) of the German Commercial Code excluding employer benefits according to the German Social Insurance Act (*Sozialversicherungsgesetz*). These totalled EUR 52 thousand in 2018 (previous year: EUR 50 thousand).

⁴⁾ As well as individual performance-based bonuses carried forward from previous years, the bonus account also includes the provision for bonuses for financial year 2018. In this financial year bonus components due for payment and carried forward were paid out partly with a reduction due to insufficient sustainable performance of KfW IPEX-Bank. There were no deductions for penalties.