

Struktur und Entwicklung der durchschnittlichen Vorstandsvergütung (inkl. Vorsitzende) im MDAX nach Vergütungskomponenten

Gesellschaft	Ø - Fixvergütung pro Vorstand inkl. VoVo		Veränderung in %	Ø - variable Barvergütung pro Vorstand inkl. VoVo		Veränderung in %	Ø - Barvergütung pro Vorstand inkl. VoVo		Veränderung in %	Ø - aktienkursbasierte Vergütung pro Vorstand inkl. VoVo		Veränderung in %	Ø - Gesamtvergütung pro Vorstand inkl. VoVo (ohne Pensionen)		Veränderung in %
	2006	2007		2006	2007		2006	2007		2006	2007		2006	2007	
	Aareal	384		504	31,18%		429	452		5,26%	813		955	17,50%	
Altana	513	387	-24,56%	1.128	981	-13,07%	1.641	1.368	-16,66%	0	0	0,00%	1.641	1.368	-16,66%
AMB Generali*	566	456	-19,51%	999	751	-24,84%	1.565	1.206	-22,91%	0	0	0,00%	1.565	1.206	-22,91%
Arcandor	714	881	23,39%	778	1.431	83,88%	1.492	2.312	54,93%	0	0	0,00%	1.492	2.312	54,93%
Beiersdorf	299	307	2,74%	775	928	19,76%	1.074	1.236	15,02%	0	0	0,00%	1.074	1.236	15,02%
Bilfinger	485	486	0,25%	598	552	-7,68%	1.083	1.038	-4,12%	394	258	-34,60%	1.477	1.296	-12,25%
Celesio*	378	392	3,57%	1.677	1.409	-16,01%	2.055	1.800	-12,41%	0	0	0,00%	2.055	1.800	-12,41%
Demag Cranes	430	850	97,75%	856	468	-45,30%	1.285	1.318	2,51%	163	531	225,65%	1.448	1.849	27,66%
Deutsche Euroshop	252	259	2,58%	88	135	54,29%	340	394	15,91%	0	0	0,00%	340	394	15,91%
Deutz	618	709	14,66%	250	393	57,36%	868	1.102	26,95%	0	66	k.A.	868	1.168	34,55%
Douglas Holding	443	541	22,18%	552	616	11,65%	995	1.157	16,34%	0	0	0,00%	995	1.157	16,34%
EADS	1.095	1.172	6,97%	547	813	48,74%	1.642	1.985	20,87%	848	209	-75,41%	2.490	2.193	-11,92%
Fraport	330	351	6,47%	385	399	3,58%	715	750	4,91%	241	309	28,09%	956	1.059	10,75%
Fresenius	508	533	4,90%	758	692	-8,80%	1.266	1.224	-3,30%	438	559	27,70%	1.704	1.783	4,66%
Fuchs Petrolub*	255	259	1,47%	786	1.063	35,26%	1.041	1.322	26,98%	0	0	0,00%	1.041	1.322	26,98%
GAGFAH*	349	391	12,15%	218	443	102,84%	567	834	47,03%	589	51	-91,33%	1.156	885	-23,46%
GEA	713	766	7,49%	850	1.265	48,83%	1.563	2.031	29,97%	0	0	0,00%	1.563	2.031	29,97%
Gildemeister	380	352	-7,50%	755	1.000	32,43%	1.135	1.352	19,05%	0	692	k.A.	1.135	2.043	79,95%
Hamburger Hafen und Logistik Hannover Rückversicherung*	221	260	17,87%	508	321	-36,75%	729	582	-20,19%	0	0	0,00%	729	582	-20,19%
HeidelbergCement*	266	275	3,49%	209	318	52,56%	475	594	25,06%	0	171	k.A.	475	765	61,10%
Heidelberg Druckmaschinen	660	678	2,79%	3.340	3.426	2,58%	4.000	4.105	2,61%	0	0	0,00%	4.000	4.105	2,61%
HOCHTIEF	386	379	-1,90%	427	444	3,98%	814	823	1,19%	149	136	-8,72%	963	959	-0,35%
Hugo Boss*	540	545	0,92%	604	672	11,17%	1.144	1.217	6,33%	1.225	1.087	-11,26%	2.370	2.304	-2,77%
IVG Immobilien	375	417	11,22%	1.050	1.239	18,02%	1.425	1.656	16,23%	783	657	-16,02%	2.207	2.313	4,79%
K+S	357	338	-5,54%	991	1.502	51,46%	1.349	1.839	36,36%	246	351	42,51%	1.595	2.190	37,31%
Klöckner*	347	348	0,16%	497	442	-11,08%	844	790	-6,46%	463	667	44,11%	1.307	1.457	11,46%
Krones*	1.656	1.480	-10,60%	0	0	0,00%	1.656	1.480	-10,60%	1.638	1.400	-14,50%	3.293	2.880	-12,54%
KUKA	422	467	10,77%	494	714	44,69%	915	1.181	29,06%	0	0	0,00%	915	1.181	29,06%
LANXESS	562	356	-36,69%	114	795	600,44%	676	1.151	70,35%	116	167	43,52%	792	1.318	66,41%
Leoni	512	531	3,86%	583	510	-12,51%	1.095	1.042	-4,86%	317	122	-61,46%	1.412	1.164	-17,56%
MLP	379	380	0,09%	714	814	13,96%	1.093	1.193	9,15%	263	365	38,78%	1.356	1.558	14,89%
MTU Aero Engines Holding	373	615	65,08%	225	431	91,37%	598	1.046	74,99%	0	43	k.A.	598	1.089	82,20%
Norddeutsche Affinerie	886	848	-4,24%	720	617	-14,30%	1.605	1.465	-8,75%	92	113	22,58%	1.697	1.577	-7,05%
Pfleiderer	255	310	21,36%	282	459	62,66%	538	769	43,06%	72	16	-78,02%	609	785	28,84%
Praktiker	414	515	24,42%	770	552	-28,24%	1.183	1.067	-9,83%	401	253	-36,76%	1.584	1.320	-16,65%
Premiere	348	364	4,52%	428	269	-37,14%	776	633	-18,47%	31	2	-93,85%	807	635	-21,33%
ProSiebenSat.1 Media	796	733	-7,89%	0	0	0,00%	796	733	-7,89%	0	0	0,00%	796	733	-7,89%
Puma	528	715	35,44%	702	614	-12,47%	1.230	1.330	8,09%	0	0	0,00%	1.230	1.330	8,09%
Rheinmetall	1.433	1.732	20,84%	1.783	2.132	19,55%	3.217	3.864	20,12%	1.786	0	-100,00%	5.002	3.864	-22,76%
RHON-KLINIKUM	526	578	9,75%	952	695	-27,02%	1.479	1.273	-13,93%	556	675	21,27%	2.035	1.947	-4,31%
Salzgitter	233	243	4,24%	814	858	5,33%	1.047	1.100	5,09%	0	0	0,00%	1.047	1.100	5,09%
SGL Carbon	386	460	19,06%	424	768	81,46%	810	1.228	51,69%	0	0	0,00%	810	1.228	51,69%
STADA Arzneimittel	380	381	0,07%	616	916	48,72%	996	1.296	30,15%	351	459	31,03%	1.347	1.756	30,38%
Symrise	428	557	30,19%	931	976	4,79%	1.359	1.532	12,78%	0	0	0,00%	1.359	1.532	12,78%
Südzucker*	340	413	21,59%	340	420	23,34%	680	833	22,46%	0	0	0,00%	680	833	22,46%
Tognum	298	321	7,60%	216	181	-16,42%	514	501	-2,49%	0	0	0,00%	514	501	-2,49%
Vossloh	k.A.	486	k.A.	k.A.	383	k.A.	k.A.	869	k.A.	k.A.	38	k.A.	k.A.	908	k.A.
Wacker Chemie	347	459	32,14%	344	895	159,98%	692	1.355	95,78%	0	0	0,00%	692	1.355	95,78%
WINCOR NIXDORF	599	641	6,92%	988	1.141	15,51%	1.587	1.781	12,26%	0	0	0,00%	1.587	1.781	12,26%
Ø MDAX	1.365	462	-66,14%	0	654	k.A.	1.365	1.117	-18,22%	169	338	100,19%	1.534	1.454	-5,19%
Ø MDAX	493	509	3,20%	661	772	16,74%	1.154	1.280	10,96%	218	203	-6,66%	1.372	1.484	8,16%

* Bei den Unternehmen, die die Vergütung nicht individualisiert offen legen, wurde ein durchschnittliches Verhältnis der Gesamtvergütungen der Vorsitzenden zu den anderen Vorstandsmitgliedern von 1,65 zugrunde gelegt.