

Tabelle 1: Struktur und Entwicklung der durchschnittlichen Vorstandsvergütung (inkl. Vorsitzende) im DAX nach Vergütungskomponenten

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Gesellschaft	Ø - Fixvergütung pro Vorstand incl. VoVo		Veränderung in %	Ø - variable Barvergütung pro Vorstand incl. VoVo		Veränderung in %	Ø - Barvergütung pro Vorstand incl. VoVo		Veränderung in %	Ø - aktienkursbasierte Vergütung pro Vorstand incl. VoVo		Veränderung in %	Ø - Gesamtvergütung pro Vorstand incl. VoVo (ohne Pensionen)		Veränderung in %
	2006	2007		2006	2007		2006	2007		2006	2007		2006	2007	
	Adidas	744		741	-0,37%		1.459	1.912		31,01%	2.203		2.653	20,41%	
Allianz	756	774	2,31%	1.868	1.635	-12,49%	2.625	2.409	-8,23%	1.120	1.121	0,04%	3.745	3.529	-5,75%
BASF	884	912	3,26%	1.249	1.647	31,89%	2.132	2.559	20,02%	381	705	85,15%	2.513	3.264	29,89%
Bayer	840	778	-7,31%	1.115	1.442	29,38%	1.955	2.221	13,62%	181	207	14,30%	2.135	2.427	13,67%
BMW	389	410	5,54%	2.028	1.926	-5,03%	2.416	2.336	-3,33%	0	0	0,00%	2.416	2.336	-3,33%
Commerzbank	583	597	2,34%	1.729	1.116	-35,43%	2.312	1.713	-25,90%	87	88	0,78%	2.399	1.801	-24,93%
Continental	501	506	1,00%	1.256	1.293	2,95%	1.757	1.799	2,40%	599	683	14,02%	2.356	2.482	5,35%
Daimler	829	924	11,51%	1.026	2.198	114,25%	1.855	3.123	68,34%	1.417	1.134	-19,96%	3.272	4.257	30,10%
Deutsche Bank	987	990	0,24%	3.928	3.949	0,54%	4.916	4.939	0,48%	2.135	2.610	22,25%	7.050	7.549	7,07%
Deutsche Boerse	568	598	5,33%	1.034	1.081	4,57%	1.602	1.679	4,84%	762	545	-28,49%	2.363	2.224	-5,90%
Deutsche Post	1.106	1.119	1,15%	1.015	906	-10,69%	2.121	2.025	-4,52%	731	821	12,36%	2.852	2.847	-0,19%
Deutsche Telekom	1.013	1.007	-0,58%	912	962	5,55%	1.925	1.970	2,33%	17	14	-19,79%	1.942	1.984	2,13%
E.ON	837	798	-4,61%	1.636	1.771	8,29%	2.472	2.569	3,93%	854	700	-18,10%	3.326	3.269	-1,73%
Fresenius	567	578	2,01%	916	1.031	12,55%	1.482	1.609	8,52%	946	1.032	9,16%	2.428	2.641	8,77%
Henkel	603	668	10,83%	1.346	1.534	13,94%	1.949	2.202	12,97%	256	294	14,82%	2.204	2.495	13,19%
Hypo Real Estate	582	613	5,36%	1.200	1.049	-12,57%	1.782	1.662	-6,72%	0	0	0,00%	1.782	1.662	-6,72%
Infineon	1.122	1.234	9,99%	44	0	-100,00%	1.166	1.234	5,84%	337	258	-23,58%	1.503	1.492	-0,76%
Linde	823	787	-4,36%	1.605	1.925	19,93%	2.428	2.712	11,70%	576	610	5,79%	3.005	3.322	10,56%
Lufthansa	643	652	1,40%	737	1.106	49,93%	1.380	1.757	27,33%	452	394	-12,96%	1.832	2.151	17,39%
MAN	590	596	0,98%	1.024	981	-4,22%	1.614	1.577	-2,32%	724	767	5,91%	2.338	2.344	0,23%
Merck	563	563	0,00%	1.969	4.106	108,57%	2.531	4.669	84,44%	0	0	0,00%	2.531	4.669	84,44%
Metro	861	896	4,15%	2.114	1.840	-12,97%	2.974	2.736	-8,02%	447	523	17,19%	3.421	3.259	-4,73%
Muenchener Rueck	590	583	-1,12%	1.574	1.469	-6,68%	2.164	2.052	-5,16%	332	413	24,48%	2.495	2.465	-1,22%
Postbank	562	511	-9,16%	762	692	-9,11%	1.324	1.203	-9,13%	0	0	0,00%	1.324	1.203	-9,13%
RWE	957	949	-0,81%	1.317	1.322	0,35%	2.274	2.271	-0,13%	1.333	848	-36,39%	3.608	3.119	-13,54%
SAP	510	533	4,52%	1.821	2.841	55,97%	2.331	3.374	44,71%	3.098	623	-79,90%	5.429	3.996	-26,39%
Siemens	843	1.082	28,37%	1.510	2.290	51,67%	2.353	3.372	43,32%	213	864	305,06%	2.566	4.236	65,09%
Thyssen Krupp	679	685	0,94%	1.444	1.802	24,81%	2.123	2.488	17,18%	186	154	-17,12%	2.310	2.642	14,41%
TUI	845	889	5,26%	625	1.649	163,63%	1.470	2.538	72,63%	3	194	5606,37%	1.474	2.732	85,39%
Volkswagen	835	954	14,28%	1.368	2.152	57,28%	2.203	3.106	40,98%	26	0	-100,00%	2.229	3.106	39,34%

Ø DAX	736	757	2,96%	1.394	1.637	17,42%	2.129	2.394	12,43%	585	531	-9,27%	2.715	2.925	7,75%
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