

DSW Survey on Directors' Pay of the Dax 30 Companies 2003

rank	company	average remuneration per director in 2002	average remuneration per director in 2001	percentage change 2001 - 2002	Earnings per Share 2002	Earnings per Share 2001	percentage change 2001 - 2002
1	DaimlerChrysler*	3.694.545	1.600.000	130,91	3,30	0,73	352,05
2	Deutsche Bank* ¹⁾²⁾	2.063.500	2.936.925	-29,74	0,64	0,27	137,04
3	Volkswagen*	1.821.884	1.940.050	-6,09	6,72	7,67	-12,39
4	Schering ³⁾	1.713.211	1.609.507	6,44	4,39	2,11	108,06
5	Deutsche Telekom*	1.677.731	1.581.714	6,07	-5,86	-0,93	-530,11
6	Metro*	1.663.158	1.621.053	2,60	1,36	1,23	10,57
7	Siemens*	1.588.946	984.456	61,40	2,92	2,36	23,73
8	BMW*	1.551.499	1.531.429	1,31	3,00	2,78	7,91
9	E.ON*	1.507.692	1.353.846	11,36	4,26	3,81	11,81
10	BASF*	1.497.797	1.062.857	40,92	2,60	9,72	-73,25
11	RWE	1.429.688	1.403.238	1,88	2,40	1,87	28,34
12	Allianz* ²⁾	1.386.869	1.439.691	-3,67	-4,81	6,66	-172,22
13	Altana* ¹⁾	1.212.446	1.466.667	-17,33	2,37	2,38	-0,42
14	Commerzbank	1.189.389	1.237.454	-3,88	-0,56	0,19	-394,74
15	Linde*	1.107.386	950.000	16,57	2,01	2,02	-0,50
16	TUI*	1.098.222	971.111	13,09	0,18	1,96	-90,82
17	Henkel	1.053.947	1.100.606	-4,24	3,06	3,05	0,33
18	HypoVereinsbank	1.043.841	1.944.210	-46,31	-1,55	1,75	-188,57
19	Münchener Rück	982.609	638.298	53,94	6,08	1,41	293,63
20	Continental*	967.742	495.356	95,36	1,75	-2,05	185,37
21	SAP* ¹⁾	966.115	1.217.620	-20,66	1,62	1,85	-12,43
22	Deutsche Post*	964.798	682.353	41,39	0,59	1,42	-58,45
23	Adidas-Salomon*	959.181	928.693	3,28	5,04	4,60	9,57
24	Bayer ¹⁾²⁾	848.898	948.886	-10,54	1,45	1,32	9,85
25	Deutsche Lufthansa*	787.234	531.915	48,00	1,88	-1,66	213,25
26	ThyssenKrupp* ¹⁾	775.400	784.314	-1,14	0,42	1,76	-76,14
27	Deutsche Börse ¹⁾	621.404	552.200	12,53	2,18	2,04	6,86
28	MAN*	535.238	530.000	0,99	0,92	1,01	-8,91
29	Fresenius Medical Care*	521.095	662.645	-21,36	2,98	2,41	23,65
30	Infineon Technologies*	278.261	202.435	37,46	-1,47	-0,92	-59,78
	average peak	1.250.324	1.163.651				

*DSW calculation ¹⁾ individualised disclosure in 2002, ²⁾ figures 2002 based on directors being active as of 12-31-02, ³⁾ individualised disclosure of CEO remuneration