

Board of Management remuneration in 2013

Total Board of Management remuneration in 2013. The total remuneration granted by Group companies (excluding retirement benefit commitments) to the members of the Board of Management of Daimler AG is calculated as the total of the amounts of

- the base salary in 2013,
- the half of the annual bonus for 2013 payable in 2014,
- the half of the medium-term share-based component of the annual bonus for 2013 payable in 2015 with its value at the balance sheet date (entitlement depending on the development of Daimler's share price compared with the Dow Jones STOXX Auto Index),
- the value of the long-term share-based remuneration at the time when granted in 2013, and
- the taxable non-cash benefits in 2013.

For both of the share-based components – the second 50% of the annual bonus and the PPSP with a long-term orientation – the amounts actually paid out can deviate significantly from the values described depending on the development of the Daimler share price and on the achievement of the relevant target parameters. Upward deviation is possible only as far as the maximum limits described above. Both components can also be zero.

The remuneration of the Board of Management for the year 2013 amounts to €32.1 million (2012: €28.2 million). Of that total, €9.1 million was fixed, that is, non-performance-related remuneration (2012: €7.5 million), €12.1 million (2012: €9.3 million) was short- and medium-term variable performance-related remuneration (annual bonus with deferral), and €10.9 million was variable performance-related remuneration granted in 2013 with a long-term incentive effect (2012: €11.4 million). [↗ C.46](#)

When comparing with the prior-year figures, with regard to the total of base salary, the annual bonus and the PPSP granted, it is necessary to consider effect pro rata over time of the appointment of Mr. Troska taking effect as of December 13, 2012.

The granting of non-cash benefits in kind, primarily the reimbursement of expenses for security precautions and the provision of company cars, resulted in taxable benefits for the members of the Board of Management in 2013 as shown in the table [↗ C.47](#).

C.46

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		Base salary	Short and medium-term variable remuneration (annual bonus)		Long-term variable remuneration (PPSP)		Total
			Short-term	Medium-term	Number	Value when granted (2013: at share price €44.39) (2012: at share price €48.23)	
In thousands of euros							
Dr. Dieter Zetsche	2013	2,008	1,707	1,707	63,643	2,825	8,247
	2012	2,008	1,426	1,426	68,273	3,293	8,153
Dr. Wolfgang Bernhard	2013	715	590	590	25,458	1,130	3,025
	2012	715	508	508	27,309	1,316	3,047
Dr. Christine Hohmann-Dennhardt	2013	715	590	590	25,458	1,130	3,025
	2012	715	526	526	27,309	1,317	3,084
Wilfried Porth ¹	2013	715	608	608	25,458	1,044	2,975
	2012	715	508	508	27,309	1,229	2,960
Andreas Renschler ²	2013	755	623	623	28,420	1,226	3,227
	2012	755	536	536	30,487	1,460	3,287
Hubertus Troska	2013	715	590	590	25,458	1,130	3,025
	2012	37	24	24	-	-	85
Bodo Uebber ³	2013	866	736	736	30,433	1,199	3,537
	2012	866	636	636	32,647	1,402	3,540
Prof. Dr. Thomas Weber	2013	715	626	626	27,031	1,200	3,167
	2012	715	490	490	28,998	1,399	3,094
Total	2013	7,204	6,070	6,070	251,359	10,884	30,228
	2012	6,526	4,654	4,654	242,332	11,416	27,250

¹ Taking into account supervisory board remuneration of €85,734 (2012: €88,460).

² Taking into account supervisory board remuneration of €35,646 (2012: €10,913).

³ Taking into account supervisory board remuneration of €152,197 (2012: €173,048).