

Additional information on the Remuneration Report 2021 pursuant to §162 AktG

The CEO's pension scheme must not be considered in isolation but must be seen in connection with the total remuneration. The total remuneration in his previous role at Deutsche Bank was significantly higher than the remuneration system at Commerzbank would have allowed. Partial compensation was achieved through the increased fixed salary and the increased target amount for variable compensation. A further compensation was made by means of the one-off payment into the company pension scheme (around €240 000 Euro per year – related to the contractual term of five years – taking into account the service costs). Total compensation however remained below Deutsche Bank's total compensation. This one-off payment was therefore an important element in winning Dr. Manfred Knof as CEO. In the section "Temporary deviation from the remuneration system" of the Commerzbank Annual Report 2020 detailed information on the remuneration of Dr. Manfred Knof were already published which also includes his pension (see Annual Report 2020, p. 41).

The Management Board employment contract of Jörg Hessenmüller was binding until December 31, 2026. In the course of negotiations on a mutual agreed premature termination, Commerzbank negotiated with Jörg Hessenmüller a compensation payment in the amount of €1,980,000, which is significantly lower than his contractual entitlement for outstanding remuneration. On this basis, he was ready to offer his resignation from the office with the aim of giving the bank room for a new start after the stopped outsourcing project "Sirius".