

Fixed annual salary

in €	1 July 2015	1 July 2014
Feike Sijbesma	870,000	870,000
Geraldine Matchett	570,000	570,000
Stephan Tanda	570,000	570,000
Dimitri de Vreeze	570,000	570,000
Stefan Doboczky ¹	-	570,000
Rolf-Dieter Schwalb ²	-	570,000

¹ Left DSM to pursue career outside of the company as of 1 June 2015

² Retired as member of the Managing Board as of 1 December 2014