

## 7.3 Remuneration Report

### Supervisory Board

The Supervisory Board receives a fixed remuneration. The remuneration for the Supervisory Board is as follows:

#### REMUNERATION OF THE SUPERVISORY BOARD

2020	Thousands of €	2020	2019
Kurt Dobitsch		250	250
Prof. Georg Nemetschek		225	225
Rüdiger Herzog		200	200
Bill Krouch		200	200
		<b>875</b>	<b>875</b>

### Executive Board

The remuneration for the Executive Board comprises a fixed remuneration plus customary fringe benefits such as health and long-term care insurance, use of company cars, and a variable, performance-related remuneration. The variable remuneration has a short-term and a long-term component.

The short-term performance-related (variable) remuneration depends primarily on the achievement of corporate targets (revenues, EBITA and earnings per share), which are agreed between the Supervisory Board and the Executive Board at the beginning of each financial year.

The long-term performance-related (variable) remuneration of the Executive Board – also known as the Long-Term Incentive Plan (LTIP) – depends on the achievement of defined corporate targets for the development of revenue, the operating result (EBITA) and earnings per share as well as predefined strategic project targets. In each case, the period to be considered is three financial years.

The Executive Board's participation in the LTIP is subject to a corresponding nomination by the Supervisory Board at its annual accounts meeting. In the 2020 financial year, long-term variable components of EUR 941k (previous year: EUR 859) were paid out, of which EUR 390k related to Patrick Heider, who was the Executive Board member who departed at the end of 2019.

The following tables show the grants, inflows and pension expenses granted to each individual member of the Nemetschek SE Executive Board in accordance with the recommendations of Section 4.2.5 (3) of the German Corporate Governance Code:

**EXECUTIVE BOARD REMUNERATION – VALUE OF THE AMOUNTS GRANTED**

	Dr. Axel Kaufmann				Patrik Heider			
	2019	2020	2020	2020	2019	2020	2020	2020
	Initial Value	Initial Value	Minimum	Maximum	Initial Value	Initial Value	Minimum	Maximum
Thousands of €								
Fixed compensation	0	408	408	408	250	0	0	0
Fringe benefits	0	105	105	105	16	0	0	0
<b>Total</b>	<b>0</b>	<b>513</b>	<b>513</b>	<b>513</b>	<b>266</b>	<b>0</b>	<b>0</b>	<b>0</b>
One-year variable compensation	0	286	286	600	450	0	0	0
LTIP 2017 – 2019	0	0	0	0	209	0	0	0
LTIP 2018 – 2020	0	0	0	0	0	0	0	0
LTIP 2019 – 2021	0	0	0	0	0	0	0	0
LTIP 2020 – 2022	0	300	200	342	0	0	0	0
Compensation of prior year LTIPs	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>1,099</b>	<b>999</b>	<b>1,455</b>	<b>925</b>	<b>0</b>	<b>0</b>	<b>0</b>

**EXECUTIVE BOARD REMUNERATION – VALUE OF THE AMOUNTS GRANTED**

	Viktor Várkonyi				Jon Elliott			
	2019	2020	2020	2020	2019	2020	2020	2020
	Initial Value	Initial Value	Minimum	Maximum	Initial Value	Initial Value	Minimum	Maximum
Thousands of €								
Fixed compensation	102	100	100	100	92	100	100	100
Fringe benefits	0	0	0	0	0	0	0	0
<b>Total</b>	<b>102</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>92</b>	<b>100</b>	<b>100</b>	<b>100</b>
One-year variable compensation	303	142	0	600	92	216	0	450
LTIP 2017 – 2019	209	0	0	0	0	0	0	0
LTIP 2018 – 2020	225	86	0	312	0	0	0	0
LTIP 2019 – 2021	246	136	0	460	163	87	0	295
LTIP 2020 – 2022	0	67	0	361	0	45	0	260
Compensation of prior year LTIPs	0	0	0	0	0	0	0	0
<b>Total</b>	<b>1,085</b>	<b>531</b>	<b>100</b>	<b>1,833</b>	<b>347</b>	<b>448</b>	<b>100</b>	<b>1,105</b>

**EXECUTIVE BOARD REMUNERATION – CASH FLOW VIEW**

	Dr. Axel Kaufmann		Patrik Heider	
	2020	2019	2020	2019
	Initial Value	Initial Value	Initial Value	Initial Value
Thousands of €				
Fixed compensation	408	0	0	250
Fringe benefits	105	0	0	16
<b>Total</b>	<b>513</b>	<b>0</b>	<b>0</b>	<b>266</b>
One-year variable compensation		0	330	101
Advance payment for one-year variable compensation	286	0	0	120
Advance payment for multi-year variable compensation	300	0	0	0
Multi-year variable compensation				
LTIP 2016 – 2018	0	0	0	286
LTIP 2017 – 2019	0	0	390	0
<b>Total</b>	<b>1,099</b>	<b>0</b>	<b>720</b>	<b>773</b>

**EXECUTIVE BOARD REMUNERATION – CASH FLOW VIEW**

	Viktor Várkonyi		Jon Elliott	
	2020	2019	2020	2019
	Initial Value	Initial Value	Initial Value	Initial Value
Thousands of €				
Fixed compensation	100	102	100	92
Fringe benefits	0	0	0	0
<b>Total</b>	<b>100</b>	<b>102</b>	<b>100</b>	<b>92</b>
One-year variable compensation	283	136	153	0
Advance payment for one-year variable compensation	0	0	0	0
Multi-year variable compensation				
LTIP 2016 – 2018	0	573	0	0
LTIP 2017 – 2019	551	0	0	0
<b>Total</b>	<b>934</b>	<b>811</b>	<b>253</b>	<b>92</b>

The total remuneration paid by Nemetschek SE for the Executive Board for the 2020 fiscal year was EUR 3,006k (previous year: EUR 1,676k).

In addition to the remuneration paid by Nemetschek SE, Viktor Várkonyi received a gross fixed salary of EUR 280k (previous year:

EUR 265k) and a gross fringe benefit of EUR 14k (previous year: EUR 14k) from Graphisoft SE. Jon Elliott received a gross fixed salary of EUR 277k (previous year: EUR 304k) from Bluebeam, Inc. and EUR 42k (previous year: EUR 50k) gross as fringe benefits. Furthermore, he was granted variable remuneration of EUR 326k for several years (previous year: EUR 119k).

Munich, March 15, 2021



Dr. Axel Kaufmann



Viktor Várkonyi



Jon Elliott