

# Remuneration report 2022

Hamburger Hafen und  
Logistik Aktiengesellschaft



# Contents

<b>Remuneration report</b>	<b>2</b>
<b>Remuneration review of 2022</b>	<b>2</b>
Approval of the remuneration systems, the remuneration report for the 2021 financial year and consideration of the resolution passed by the Annual General Meeting in accordance with Section 120a (4) AktG	2
Application of the Executive Board remuneration system in the 2022 financial year	2
Application of the Supervisory Board remuneration system in the 2022 financial year	2
Personnel changes in the Executive Board and Personnel Committee	2
Economic development in the 2022 financial year	2
Scope of the audit	3
<b>Remuneration of the members of the Executive Board</b>	<b>3</b>
<b>Fundamentals of the remuneration system</b>	<b>3</b>
Contribution towards promoting the business strategy and the long-term development of HHLA	3
Components and structure of the remuneration system	3
Determining the specific target total remuneration	4
Explanation of compliance with maximum remuneration	6
<b>Detailed representation of the remuneration components</b>	<b>6</b>
Fixed remuneration components	6
Fixed remuneration	6
Fringe benefits	6
Retirement benefits	7
Variable remuneration components – performance-related bonuses	8
Components and system	8
Variable remuneration in the 2022 financial year	10
Other remuneration regulations	12
Individual disclosures of Executive Board remuneration	13
Remuneration of members of the Executive Board serving during the 2022 financial year	13
Remuneration of former members of the Executive Board	15
<b>Remuneration of members of the Supervisory Board</b>	<b>16</b>
Remuneration principles for members of the Supervisory Board	16
Remuneration components	16
Application in the 2022 financial year	16
Individual disclosures of Supervisory Board remuneration	16
<b>Appropriateness of the remuneration and comparison</b>	<b>18</b>
Appropriateness of the remuneration	18
Comparison of trends in remuneration and earnings	18
<b>Outlook for the 2023 financial year with regard to remuneration</b>	<b>20</b>
<b>Auditor's report</b>	<b>20</b>

# Remuneration report

This remuneration report discloses the individual remuneration paid and owed to current and previous members of the Executive Board and Supervisory Board of Hamburger Hafen und Logistik Aktiengesellschaft (HHLA) for the 2022 financial year. The remuneration is explained in clear, simple terms. The report was issued by the Executive Board and Supervisory Board on the basis of Section 162 of the German Stock Corporation Act (AktG) and has been reviewed by the auditor. The system determining remuneration for the Executive Board in line with Section 87a (1) and (2) sentence 1 AktG and the most recent remuneration resolution relating to the remuneration of the Supervisory Board according to Section 113 (3) AktG are both published at [www.hhla.de/corporategovernance](http://www.hhla.de/corporategovernance).

## Remuneration review of 2022

### **Approval of the remuneration systems, the remuneration report for the 2021 financial year and consideration of the resolution passed by the Annual General Meeting in accordance with Section 120a (4) AktG**

The current remuneration system for members of the HHLA Executive Board was extensively reviewed – also with regard to the appropriateness of the remuneration – by the Personnel Committee and Supervisory Board in the 2020 and 2021 financial years with the aid of an external, independent remuneration advisor. The system was approved by the Annual General Meeting on 10 June 2021 with a majority of 95.8 % of the votes. The current regulations regarding the remuneration of the Supervisory Board were also reviewed in detail by the Executive Board and Supervisory Board in the 2020 and 2021 financial years and approved by the Annual General Meeting on 10 June 2021 with a majority of 99.8 % of the votes.

The remuneration report issued by HHLA in accordance with the requirements of Section 162 AktG regarding remuneration granted and owed to serving and former members of the Executive Board and Supervisory Board in the 2021 financial year was approved by the Annual General Meeting on 16 June 2022 with a majority of 97.5 % of the votes.

Given the high approval rate for the remuneration report for the 2021 financial year by the 2022 Annual General Meeting, the Executive Board and Supervisory Board do not deem it necessary to adapt the basic approach or structure of the remuneration report. In the interests of clarity, the presentation method was streamlined somewhat compared to the previous year.

### **Application of the Executive Board remuneration system in the 2022 financial year**

The system for remunerating members of the Executive Board approved by the 2021 Annual General Meeting applies to the remuneration of all members of the HHLA Executive Board. The contracts of members of the Executive Board serving in the 2022 financial year all comply with this system, although there are vested pension commitments for two members of the Executive Board dating from the time before the current remuneration system was approved.

### **Application of the Supervisory Board remuneration system in the 2022 financial year**

The Supervisory Board remuneration regulations, which remained unchanged from the previous year, were also applied in full during the 2022 financial year, as approved by the decision of the Annual General Meeting of 10 June 2021.

### **Personnel changes in the Executive Board and Personnel Committee**

There were no changes in the Executive Board or its responsibilities during the reporting period. Employee representatives Thomas Mendrzik and Norbert Paulsen left the Personnel Committee (the Supervisory Board committee responsible for the remuneration of the Executive Board) following the scheduled Supervisory Board re-elections during the reporting period. Stefan Koop and Franziska Reisener were elected to the Personnel Committee as replacements in order to represent the employees.

### **Economic development in the 2022 financial year**

The 2022 financial year was a successful one for HHLA. Despite the ongoing disruption to global supply chains, the company was able to achieve positive revenue and earnings performance. The company benefited from a further rise in storage fees in the Container segment. This resulted from much longer dwell times for

containers at HHLA terminals as well as renewed increases in the rail share of HHLA's total intermodal transportation. Lower handling volumes, partly due to the effects of the Russian invasion on the terminal in Odessa, served to suppress earnings. Added to this were general price hikes and additional material and personnel costs resulting from the higher storage load.

The financial goals of the Group were therefore achieved or exceeded – with the exception of ROCE, which remained below the target figures due to a variety of challenges. Profit after tax and minority interests for the 2022 financial year came to € 133.1 million, Group EBIT was € 220.4 million and ROCE (at Group level) was 9.7 %.

In terms of sustainability, CO<sub>2</sub> emissions per container handled and transported in the HHLA Group were significantly reduced to well below target levels during the 2020 to 2022 reporting period. Generally, the targets in the area of "Society" were also met or slightly exceeded.

In line with the performance-related pay approach within the remuneration system, whereby the variable remuneration component in particular is largely based on the attainment of specific targets, the positive results for the 2022 financial year are reflected in the variable remuneration of the Executive Board.

### Scope of the audit

The remuneration report was subjected to a review by HHLA's auditing firm, PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft, Hamburg. The scope of this audit exceeded the legal requirements. The auditor's report is included at the end of this report. [> Auditor's report](#)

## Remuneration of the members of the Executive Board

### Fundamentals of the remuneration system

#### Contribution towards promoting the business strategy and the long-term development of HHLA

The remuneration system for the Executive Board delivers a key contribution in terms of promoting the business strategy and supporting the sustainable, long-term development of HHLA.

The company's aim is to boost its earnings power sustainably over the long term, and to strengthen the future viability and creative strength of the company while maintaining high environmental and social standards. Overall, the remuneration system helps to promote and implement corporate strategy on the basis of performance criteria that reflect the desired corporate development.

This primarily applies to the performance-related components, which define key financial performance indicators and – due to their high significance to the successful implementation of the sustainability strategy – ESG (environmental, social and governance) targets as criteria for assessing the performance-related pay of the Executive Board. This ensures that the key aspects of the corporate strategy, i.e. combining profitable growth with increasingly significant sustainability and climate protection aspects, are taken into account as appropriate by the Executive Board. The assessment period lasting several years and the increased focus on ESG targets within the performance-related remuneration system puts the focus on sustainable, long-term development. Performance-related pay is ultimately achieved by setting adequate and ambitious targets. Depending on the degree to which the target is met, performance-based compensation can vary between zero and an upper cap.

### Components and structure of the remuneration system

The remuneration system for the HHLA Executive Board comprises both fixed and performance-related components. In addition to fixed remuneration, the fixed components include fringe benefits and retirement benefits. The variable, performance-related components are paid in the form of performance-related bonuses based on a three-year measurement period.

The remuneration components are shown in the overview below.

### Remuneration components

Non-performance-related fixed salary components			
Fixed remuneration	Fixed contractually agreed remuneration, paid in twelve equal instalments		
Fringe benefits	Company car for business and private use; D&O insurance and other insurance premiums		
Retirement benefits	Allowances specifically for building up a private pension fund; in ongoing cases, continued payment of defined benefit pension commitments		
Performance-related salary components			
Plan type	Performance-related bonuses		
Composition	EBIT component <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">+</span> Sustainability component		
Performance criteria	<table border="1" style="width: 100%;"> <tr> <td style="width: 60%; text-align: center;">Ø adjusted EBIT</td> <td style="width: 40%;"> <b>Economy: 50 %</b>  <b>Environment: 20 %</b>  <b>Society: (10 % each)</b>                      Ø headcount                      Ø training and qualification ratio                      Ø health ratio                 </td> </tr> </table>	Ø adjusted EBIT	<b>Economy: 50 %</b> <b>Environment: 20 %</b> <b>Society: (10 % each)</b> Ø headcount Ø training and qualification ratio Ø health ratio
Ø adjusted EBIT	<b>Economy: 50 %</b> <b>Environment: 20 %</b> <b>Society: (10 % each)</b> Ø headcount Ø training and qualification ratio Ø health ratio		
Measurement period	Three years: Financial year and the two previous financial years		
Payment	In cash after the end of the measurement period		
Cap	100 % of the annual fixed remuneration		

### Determining the specific target total remuneration

The Supervisory Board determines the relevant target total remuneration for each member of the Executive Board in accordance with the remuneration system. In compliance with the remuneration system, the Supervisory Board must ensure that the target total remuneration is always aligned with the long-term sustainable development of the company, is appropriate to the services and tasks performed by the relevant member of the Executive Board and to the size and activities as well as the economic and financial situation of the company. The Supervisory Board must also ensure that the target total remuneration does not exceed the usual level of pay, or otherwise does not do so without specific cause. The remuneration system enables the Supervisory Board, at its professional discretion, to take account of both the market conditions and the individual skills and experience of the member of the Executive Board, including his or her role and responsibilities, when considering his or her target total remuneration.

For the 2022 financial year and in agreement with the remuneration system for the Executive Board, the target total remuneration was determined as the total fixed remuneration, including retirement benefits and fringe benefits, plus the variable remuneration on the basis of 100 % target achievement. Since a higher fixed remuneration and higher variable remuneration is designated for Angela Titzrath owing to her increased responsibility as the Chairwoman of the Executive Board, her target total remuneration is also higher than that of the ordinary members of the Executive Board. The Chairwoman of the Executive Board and Chief Financial Officer Dr. Roland Lappin also have vested defined benefit pension commitments. The provisions to be accrued with regard to pension commitments are also taken into account in the target total remuneration.

The tables below show the individual target total remuneration for each member of the Executive Board, and the relative proportions of individual remuneration components in the target total remuneration.

#### Angela Titzrath, Chairwoman of the Executive Board since 01/01/2017

	2022		2021	
	in €	TTR (in %)	in €	TTR in %
<b>Fixed remuneration</b>				
Fixed remuneration	495,000	53.1	495,000	52.8
Other benefits (+)	13,726	1.5	13,754	1.5
<b>Subtotal</b>	<b>508,726</b>	<b>54.6</b>	<b>508,754</b>	<b>54.2</b>
<b>Variable remuneration</b>				
Performance-related bonuses <sup>1</sup> (+)	423,342	45.4	429,116	45.8
<b>Target total remuneration (TTR)</b>	<b>932,068</b>	<b>100.0</b>	<b>937,870</b>	<b>100.0</b>

#### Jens Hansen, Executive Board member since 01/04/2017

	2022		2021	
	in €	TTR in %	in €	TTR in %
<b>Fixed remuneration</b>				
Fixed remuneration	381,313	46.6	365,000	45.9
Other benefits (+)	12,162	1.5	12,162	1.5
Service cost/amount available for own use (+)	57,497	7.0	54,750	6.9
<b>Subtotal</b>	<b>450,972</b>	<b>55.2</b>	<b>431,912</b>	<b>54.3</b>
<b>Variable remuneration</b>				
Performance-related bonuses <sup>1</sup> (+)	366,498	44.8	364,116	45.7
<b>Target total remuneration (TTR)</b>	<b>817,470</b>	<b>100.0</b>	<b>796,028</b>	<b>100.0</b>

#### Dr. Roland Lappin, Executive Board member since 01/05/2003

	2022		2021	
	in €	TTR in %	in €	TTR in %
<b>Fixed remuneration</b>				
Fixed remuneration	365,000	49.7	365,000	49.3
Other benefits (+)	11,755	1.6	11,463	1.5
<b>Subtotal</b>	<b>376,755</b>	<b>51.3</b>	<b>376,463</b>	<b>50.9</b>
<b>Variable remuneration</b>				
Performance-related bonuses <sup>1</sup> (+)	358,342	48.7	363,249	49.1
<b>Target total remuneration (TTR)</b>	<b>735,097</b>	<b>100.0</b>	<b>739,712</b>	<b>100.0</b>

#### Torben Seebold, Executive Board member since 01/04/2019

	2022		2021	
	in €	TTR in %	in €	TTR in %
<b>Fixed remuneration</b>				
Fixed remuneration	361,250	46.3	350,000	46.8
Other benefits (+)	12,651	1.6	12,651	1.7
Service cost/amount available for own use (+)	50,112	6.4	35,000	4.7
<b>Subtotal</b>	<b>424,013</b>	<b>54.3</b>	<b>397,651</b>	<b>53.2</b>
<b>Variable remuneration</b>				
Performance-related bonuses <sup>1</sup> (+)	356,467	45.7	350,000	46.8
<b>Target total remuneration (TTR)</b>	<b>780,480</b>	<b>100.0</b>	<b>747,651</b>	<b>100.0</b>

<sup>1</sup> Target bonus for the 2022 financial year; the basis for measuring the achievement of targets is the average for the financial years 2020 to 2022. With regard to the achievement of targets, a target attainment of 100 % was assumed for each of the sustainability components. For the 2020 and 2021 financial years, the actual (or adjusted) EBIT was used to calculate the EBIT components while for the 2022 financial year the achievement of the expected EBIT as per the budget was used as a basis.

## Explanation of compliance with maximum remuneration

In accordance with Section 87a (1) sentence 2 no. 1 AktG, the Supervisory Board has determined an upper limit for each member of the Executive Board for the total sum from fixed remuneration, fringe benefits, performance-related bonuses and pension benefits (pension entitlement, payment of a certain amount for the purpose of contribution to a private pension plan, payment of contributions to a direct insurance policy). This upper limit amounts to € 2.5 million for the Chairwoman of the Executive Board and € 1.15 million for the other members of the Executive Board. This maximum remuneration refers to the total of all payments resulting from the remuneration regulations for a specific financial year. Severance payments due to the premature termination of an Executive Board contract and other special benefits that do not serve as compensation for the services of the Executive Board member but may be granted by the Supervisory Board in certain circumstances (e.g. relocation costs, compensation for loss of bonuses from previous employer, compensation for observing competition restrictions) do not contribute to the maximum remuneration.

Since both the fixed and variable remuneration components for a financial year are already determined at the start of the coming financial year, compliance with the maximum remuneration for the 2022 financial year can be conclusively evaluated in this remuneration report. The table below shows the current actual remuneration along with the maximum remuneration for each member of the Executive Board.

### Compliance with maximum remuneration per Executive Board member for the 2022 financial year

in €	Angela Titzrath	Jens Hansen	Dr. Roland Lappin	Torben Seebold
<b>Fixed remuneration</b>				
Fixed remuneration	495,000	381,313	365,000	361,250
Other benefits (+)	13,726	12,162	11,755	12,651
Service cost/amount available for own use <sup>1</sup> (+)	1,060,784	57,497	268,890	50,112
<b>Subtotal</b>	<b>1,569,510</b>	<b>450,972</b>	<b>645,645</b>	<b>424,013</b>
<b>Variable remuneration</b>				
Performance-related bonuses <sup>2</sup> (+)	491,650	381,313	365,000	361,250
Other (+)	-	-	-	-
<b>Total remuneration</b>	<b>2,061,160</b>	<b>832,285</b>	<b>1,010,645</b>	<b>785,263</b>
<b>Maximum remuneration</b>	<b>2,500,000</b>	<b>1,150,000</b>	<b>1,150,000</b>	<b>1,150,000</b>

1 Service costs as per IAS 19.

2 Shows the figures for the variable remuneration attributed to the 2022 financial year. The payments will be made in the 2023 financial year.

## Detailed representation of the remuneration components

The individual remuneration components of the remuneration system for the Executive Board are outlined below. With regard to the variable components, further information is provided on how these promote the long-term development of the company and how the individual performance criteria were defined and applied during the reporting period.

### Fixed remuneration components

#### Fixed remuneration

Fixed remuneration is based on the area of responsibility and the individual skills and experience of the relevant member of the Executive Board and is paid out in twelve monthly instalments. During the reporting period, the annual fixed remuneration for the Chairwoman of the Executive Board was € 495 thousand while Dr. Roland Lappin received € 365 thousand. For Jens Hansen and Torben Seebold, the fixed remuneration at the start of the reporting period was € 365 thousand and € 350 thousand respectively. As of 1 April 2022, fixed salary increases came into effect for both Jens Hansen (increased to € 386,500 p.a.) and Torben Seebold (increased to € 365,000 p.a.).

#### Fringe benefits

Members of the Executive Board receive fringe benefits in the form of non-monetary compensation and other forms of compensation. This generally involves the provision of a company car for business and private use that reflects his or her position within the company, and the payment of insurance premiums. These premiums include in particular the premiums for accident insurance and the pro rata premiums for the D&O insurance taken out by the company in compliance with the requirements of Section 93(2) sentence 3 AktG (covering the members of the Executive Board).

## Retirement benefits

Retirement benefits are generally paid as a sum specifically for use in order to build up a private pension fund. Depending on the length of time served on the Executive Board, such payments generally amount to between 10 % and 25 % of the gross annual fixed remuneration.

In cases where vested defined benefit pension commitments have been granted, or contributions to a direct insurance policy have been assumed, these payments will be continued. These entitlements grant Executive Board members a pension (based on their length of service) if they have to terminate their Executive Board membership as a result of age or inability to work, or for reasons unrelated to their person or for which they are not responsible. The pension is paid out in monthly instalments. In certain cases, other income is taken into account (e.g. income from self-employment or employment, income from freelance activities), provided this exceeds the total remuneration for the last active year together with the pension. Prior to the insured event, a transitional amount may be paid out (if there is not yet any entitlement to pension payments) or may be provided as interim pay (if there is an entitlement to pension payments that has been suspended). Upon the death of an Executive Board member, his or her spouse or civil partner shall receive a life-long widow's/widower's allowance. Minors receive an orphan's allowance. The pension is adjusted regularly based on the development of the consumer price index in Germany.

In accordance with the existing remuneration system for members of the Executive Board, Board members Jens Hansen (first appointed in 2017) and Torben Seebold (first appointed in 2019) each have a claim to retirement benefits in the form of the payment of a sum specifically aimed at building up a private pension fund. Jens Hansen's and Torben Seebold's entitlement each amounts to 15 % of their annual fixed remuneration.

Chairwoman of the Executive Board, Angela Titzrath, who has served on the Executive Board since 2016, and Board member Dr. Roland Lappin, who has served on the Executive Board since 2003, both have at their disposal (vested) pension entitlements.

According to these entitlements, Angela Titzrath and Dr. Roland Lappin shall each receive a pension if they terminate their membership of the Executive Board (after a specific period of service, which they have both already fulfilled) as a result of age or inability to work, or for reasons unrelated to their person or for which they are not responsible. For Dr. Roland Lappin, the pension is calculated as a percentage of the last year's fixed salary; for Angela Titzrath, it is calculated as a fixed amount depending on the length of time in office.

The pension shall become payable to Angela Titzrath when she turns 62, and for Dr. Roland Lappin when he turns 60. If Angela Titzrath or Dr. Roland Lappin leave the Executive Board before then, not at their own request or for reasons related to their person that would justify their summary dismissal by the company, they shall receive a transitional amount (if they have not yet acquired a pension entitlement from the company) or interim pay (if the pension entitlement is already vested and is merely suspended until the age requirement is met). Transitional or interim pay is calculated as a percentage of the last total or basic annual remuneration, and each applies only for a limited period.

Upon retirement, the pension is paid annually and adjusted to reflect the consumer price index. At the same time, other income is taken into account (e.g. income from self-employment or employment, income from freelance activities), provided this exceeds the total remuneration for the last active year together with the pension.

Upon the death of the Executive Board member, the pension commitments also provide for a percentage of the pension to be paid to the spouse or civil partner as a life-long widow's/widower's allowance. Minors who are still entitled to receive a child allowance receive an orphan's allowance, which is also measured as a percentage of the pension. The widow's/widower's allowance and orphan's allowance combined may not exceed 100 % of the pension.

The amounts spent or provisions recognised, as well as the present value of both pension commitments, can be seen in the table below.

Dr. Roland Lappin stepped down from the Executive Board on 31 January 2023. According to his existing pension entitlement, which was already vested when the remuneration system for the Executive Board entered into force, he is authorised to receive a pension from the company as of February 2023.



In addition to Angela Titzrath and Dr. Roland Lappin, some other former members have vested pension commitments from their time spent on the HHLA Executive Board. The amounts paid out in this regard in the 2022 financial year are recognised under “*Remuneration of members of the Executive Board – Individual disclosures of Executive Board remuneration – Remuneration of former members of the Executive Board*”.

#### Benefit commitments – amounts spent or provisions recognised and present values as of 31/12/2022

in €	Angela Titzrath	Jens Hansen	Dr. Roland Lappin	Torben Seebold
<b>Amounts under IFRS</b>				
Service cost	1,060,784	57,497	268,890	50,112
Present value of obligation	2,660,665	-	4,044,580	-
<b>Amounts under HGB</b>				
Service cost	- 366,939	57,497	- 169,775	50,112
Present value of obligation	4,277,756	-	5,724,206	-

### Variable remuneration components – performance-related bonuses

#### Components and system

In addition to the fixed remuneration component, Executive Board members receive a performance-related bonus based on a three-year measurement period. This comprises two components – participation in the adjusted EBIT (“EBIT component”) and a target amount (“sustainability component”) – and is limited to 100 % of the fixed remuneration. The basis for measuring success in achieving targets is the current financial year and the two preceding financial years. The bonus is paid out annually in cash after the Supervisory Board has made a final decision on the achievement of targets during the relevant measurement period. Subsequent changes to target amounts or comparison parameters are not permitted. In the event of exceptional circumstances beyond the Executive Board’s control that could have a significant minimising impact on the bonus, the Supervisory Board shall, at its professional discretion, reconsider the amount of the bonus in accordance with legal requirements. There was no occasion to do so during the reporting period.

#### EBIT component

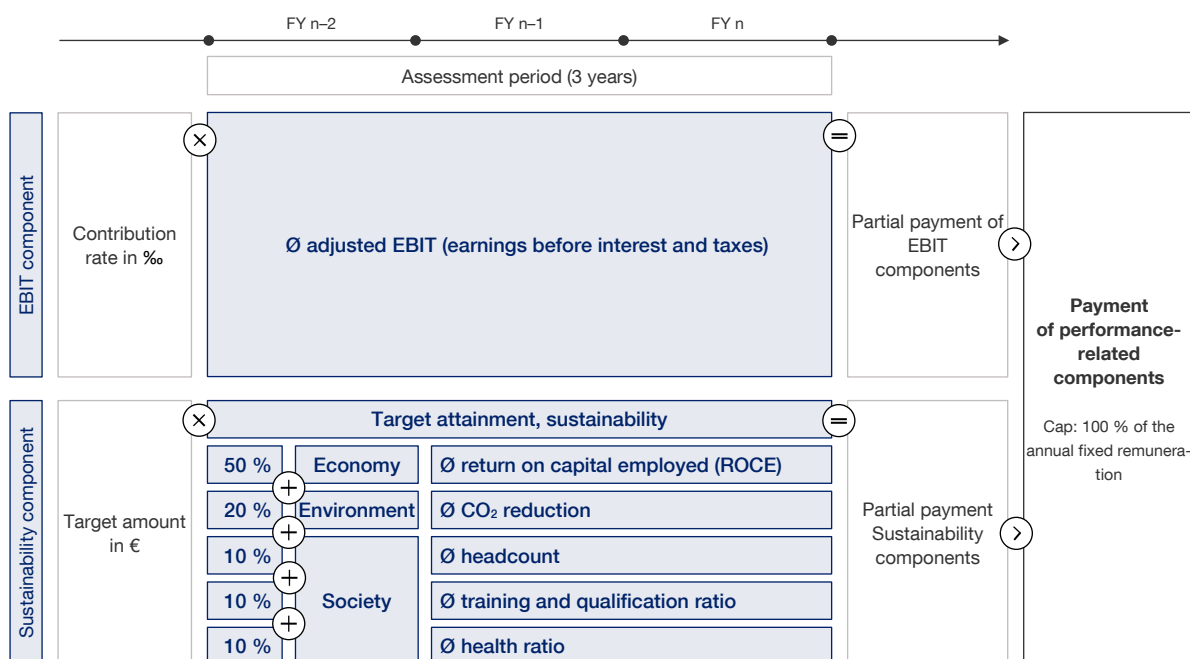
The EBIT component is measured by the average operating result (EBIT), adjusted for additions to pension provisions and extraordinary income from the disposal of real estate and companies. Members of the Executive Board receive a fixed individual proportion of the EBIT as performance-related remuneration (generally 1 ‰ at present).

#### Sustainability component

The sustainability component comprises sub-targets for the areas of economy, environment and society. By considering this component, key ESG targets that are essential to the implementation of the corporate strategy are also taken into account.

The sustainability component is calculated by multiplying the individual target amount in euros by the sustainability targets achieved. The target amount corresponds to 50 % of the maximum achievable performance-related remuneration. The total target achievement for the sustainability component is calculated as the total target attainments in the individual areas of economy, environment and society, with the latter made up of three equally weighted parts. If the total target achievement for the individual sub-targets of the sustainability component comes to less than 50 % overall, the target amount is not paid out on a pro-rata basis.

### Variable remuneration components – performance-related bonuses



### Contribution towards the long-term development of society

Overall, the variable remuneration components help to ensure the long-term growth of the company. The aim of the Supervisory Board is to promote the long-term growth of the company by setting ambitious goals. Using targets from the areas of economy and sustainability encourages the Executive Board to align its activities with sustainable, profitable growth while meeting HHLA’s social and environmental responsibilities.

Earnings before interest and taxes is a key operational management parameter for HHLA and a key indicator of the profitable growth that the company pursues. By participating in this key parameter, the Executive Board has the incentive to base its decisions on this indicator while continuing to pursue the strategy of profitable growth. At the same time, adjustments ensure that the result is not distorted by any special effects. Basing the measurement on the average EBIT over a period of three years also serves to avoid undesirable distortions. The three-year period also increases the incentive to aim for a long-term increase in EBIT.

Using ROCE as the performance criterion for performance-related remuneration provides another link between the Executive Board’s performance-related remuneration and the HHLA corporate strategy. HHLA uses ROCE as the key performance indicator for the long-term, value-oriented development of the company. By lending greater weight to the “Economy” sustainability target, remuneration is a strong incentive for members of the Executive Board to work towards achieving the long-term, value-oriented development of HHLA.

In addition to long-term profitable growth, HHLA focuses on climate protection in its corporate strategy and aims to become climate neutral by 2040. Reducing our carbon emissions offers us the opportunity to make a contribution towards protecting the climate and achieving the climate-neutral status we are aiming for. By incorporating a climate protection target in the Executive Board remuneration strategy and the “Environment” sustainability target, we have established a major incentive for achieving HHLA’s climate protection targets.

Alongside economic success and the pursuit of ambitious climate protection targets, HHLA accepts its social responsibility. By integrating the “Society” sustainability target into the performance-related remuneration of its Executive Board, HHLA provides an incentive to ensure that social aspects are adequately taken into account. By applying three sub-targets, various aspects from the area of “Society” are addressed and comprehensive consideration of this sustainability target is ensured.

### Calculation and payment

At the end of a financial year, we calculate whether, and the degree to which, the individual sub-targets or figures have been achieved. For the EBIT component and the sub-target “Economy” (ROCE) of the sustainability component, this is carried out on the basis of values as reported in the Consolidated Financial Statements. The other sub-targets are determined internally. The total variable remuneration achieved is calculated

according to the degree to which targets have been met for the individual sub-targets. The variable remuneration is capped at 100 % of the fixed salary. The variable remuneration becomes payable after the Supervisory Board makes its final decision on the degree to which targets have been achieved. The relevant decision must be made within three months of the end of the financial year in question.

### Other details

Other details regarding the configuration and system behind the variable remuneration components – and particularly the sustainability components – can be found in the Executive Board remuneration system, which is publicly available at [www.hhla.de/corporategovernance](http://www.hhla.de/corporategovernance).

### Variable remuneration in the 2022 financial year

The targets or performance criteria pertinent to variable remuneration in the 2022 financial year are derived from strategic targets and the operational management of the Group on the basis of, and within the context of, the relevant remuneration system. In addition to financial targets (specifically EBIT), the targets include – as described above – targets relating to sustainability and ESG (environmental, social and governance) topics.

### Targets and target values for the 2022 financial year

The following tables show the target values for the members of the Executive Board for the 2022 financial year as relative and proportionate amounts. In line with the principle of overall responsibility – according to which the Executive Board is responsible for the governance of the company and therefore its success – the same targets and the same relative weighting was used for all members of the Executive Board. The EBIT and sustainability components were each weighted at 50 % of the fixed remuneration for each member of the Executive Board. In terms of the sustainability component, the sub-target “Economy” (ROCE) accounted for 50 %, the sub-target “Environment” (CO<sub>2</sub> reduction) accounted for 20 % and the three sub-targets under “Society” (headcount, training and qualification ratio, and health ratio) each accounted for 10 % of the sustainability-related remuneration.

### Target values for the individual sub-targets for variable Executive Board remuneration in the 2022 financial year<sup>1</sup>

Target range for 100 % target attainment <sup>2</sup>	Weighting <sup>3</sup>
<b>EBIT component</b>	
<b>EBIT:</b> 1.00 % of the (adjusted) Group EBIT	50 %
<b>Sustainability component</b>	
<b>Economy: Group ROCE</b> between 12 % (lower target value) and 14 % (upper target value)	25 %
<b>Environment: Reduction of CO<sub>2</sub> emissions per container handled and transported</b> within the Group between 1.25 % (lower target value) and 1.45 % (upper target value)	10 %
<b>Society</b>	
<b>Headcount:</b> Increase in annual headcount in the Group between 0 % (lower target value) and 2 % (upper target value)	5 %
<b>Training and qualification ratio:</b> Trend in expenditure for initial training, in-company training and continuing professional development in relation to headcount between 0 % (lower target value) and 10 % (upper target value)	5 %
<b>Health ratio:</b> Trend in sick pay minus expenditure for preventive measures in relation to headcount within the Group between 0 % (lower target value) and 5 % (upper target value)	5 %
<b>Total</b>	<b>100 %</b>

<sup>1</sup> Shows the target values (based on 100 % target attainment) for the variable remuneration attributed to the 2022 financial year. The payments will be made in the 2023 financial year.

<sup>2</sup> The basis for measurement is the average value for the 2020, 2021 and 2022 financial years.

<sup>3</sup> Percentage of the target value for variable remuneration. The target value for variable remuneration corresponds to 100 % of the relevant fixed remuneration.

Based on the weighting described, the following target amounts apply:

### Target amounts and ranges for variable Executive Board remuneration components for the 2022 financial year per Executive Board member<sup>1</sup>

	Weighting <sup>2</sup>	Angela Titzrath	Jens Hansen	Dr. Roland Lappin	Torben Seebold
<b>EBIT component</b>					
1.00 % of the Ø EBIT between 2020–2022	50	247,500	190,657	182,500	180,625
<b>Sustainability component</b>					
Economy (ROCE)	25	123,750	95,328	91,250	90,313
Environment (CO <sub>2</sub> reduction)	10	49,500	38,131	36,500	36,125
<b>Society</b>					
Headcount	5	24,750	19,066	18,250	18,063
Training and qualification ratio	5	24,750	19,066	18,250	18,063
Health ratio	5	24,750	19,066	18,250	18,063
<b>Total target amount</b>	<b>100</b>	<b>495,000</b>	<b>381,313</b>	<b>365,000</b>	<b>361,250</b>

#### Variable remuneration range

Variable remuneration has a lower cap of € 0 (with attainment of an Ø EBIT von € 0 or less and a theoretical attainment of all sustainability components of under 50 %). The upper cap is set at 100 % of the fixed remuneration for the Executive Board member in question. There are no separate caps for the individual components or sub-targets.

1 Shows the figures for the variable remuneration attributed to the 2022 financial year. The payments will be made in the 2023 financial year.

2 Percentage of the target value for variable remuneration. The target value for variable remuneration corresponds to 100 % of the relevant fixed remuneration.

The variable remuneration is capped at 100 % of the fixed salary for the member in question. There are no separate caps for the individual components or sub-targets.

With regard to the EBIT component, no specific lower limit is defined; this is calculated using the defined per mille rate of average Group EBIT achieved (before non-controlling interests, taxes and additions to pension provisions, and reduced by any extraordinary income from the disposal of real estate and companies) for the current year and two prior financial years, as reported in the Annual Report. During the reporting period, the per mille rate was 1.00 ‰ for all members of the Executive Board.

There is a lower limit of 50 % for each of the individual sub-targets in the sustainability component, i.e. where the theoretical target achievement is less than 50 %, the target amount is not paid out on a pro-rata basis.

### Success in achieving the targets for the individual components during the reporting period

The following table shows the relevant target values, the relevant three-year average and the resulting attainment level. When calculating variable remuneration for the 2022 financial year, no adjustments were made to the calculation method and no discretionary flexibility was implemented.

### Target attainment for the individual sub-targets for variable Executive Board remuneration in the 2022 financial year

in €	Target value/range <sup>1</sup>	Ø 2020–2022	Achievement of targets
<b>EBIT component</b>			
EBIT	1.00 ‰	€ 205 million	€ 204,550
<b>Sustainability component</b>			
Economy (ROCE)	12–14 %	8.7	50 %
Environment (CO <sub>2</sub> reduction)	1.25–1.45 %	5.6	310 %
<b>Society</b>			
Headcount	0–2 %	2.1	110 %
Training and qualification ratio	0–10 %	2.3	100 %
Health ratio	0–5 %	10.3	80 %

1 Target values or range for 100 % attainment of the relevant sub-targets. There is no specific target range for EBIT components. These are calculated as a per mille rate of the EBIT achieved.

## Performance-related bonuses achieved by each member of the Executive Board

Based on the relevant target attainment quotas, the following amounts are calculated for the individual members of the Executive Board, taking into account the relevant target amounts and caps:

### Individual disclosure of the variable Executive Board remuneration for the 2022 financial year<sup>1</sup>

in €	Weighting in %	Achievement of targets in %	Angela Titzrath	Jens Hansen	Dr. Roland Lappin	Torben Seebold
<b>EBIT component</b>						
1.00 % of the Ø EBIT for 2020–2022	50	-	204,550	204,550	204,550	204,550
<b>Sustainability component</b>						
Economy (ROCE)	25	50	61,875	47,664	45,625	45,156
Environment (CO <sub>2</sub> reduction)	10	310	153,450	118,207	113,150	111,988
Society						
Headcount	5	110	27,225	20,972	20,075	19,869
Training and qualification ratio	5	100	24,750	19,066	18,250	18,063
Health ratio	5	80	19,800	15,253	14,600	14,450
<b>Total amount</b>	<b>100</b>		<b>491,650</b>	<b>425,712</b>	<b>416,250</b>	<b>414,076</b>
<b>Cap (100 % of the fixed remuneration)</b>			<b>495,000</b>	<b>381,313</b>	<b>365,000</b>	<b>361,250</b>
<b>Entitlement 2022</b>			<b>491,650</b>	<b>381,313</b>	<b>365,000</b>	<b>361,250</b>

<sup>1</sup> Shows the variable remuneration earned in the 2022 financial year. The payments will be made in the 2023 financial year

## Other remuneration regulations

### Shares, share options, share-based remuneration instruments and shareholding rules

The remuneration system for the HHLA Executive Board does not provide for the granting of shares, share options or share-based remuneration instruments. Moreover, there are no obligations for members of the Executive Board to acquire shares, and no guidelines on share ownership.

### Malus/clawback regulations

No variable remuneration components were reclaimed during the reporting period. The current service contracts for serving members of the Executive Board and the remuneration system for the Executive Board do not provide for any malus/clawback regulations. The Supervisory Board is of the opinion that the long-term assessment base for the variable remuneration and the legal framework provide sufficient scope for sanctioning any misconduct on the part of members of the Executive Board.

## Benefits in the event of early departure

### Compensation provisions (including change of control provisions)

The service contracts provide for the payment of a termination payment in the event of the loss of an Executive Board mandate without good cause (including termination due to a change of control). This termination payment is limited to a maximum of two annual salaries (including fringe benefits) and not more than the total remuneration for the remaining term of the service contract. All claims by the member of the Executive Board (including claims to performance-related remuneration) are deemed satisfied as a result of this termination payment, which becomes due on termination of the service contract. If the service contract is terminated with good cause related to the member of the Executive Board or (without good cause) upon the request of the member of the Executive Board, there is no right to a termination payment.

The service contracts for Jens Hansen and Torsten Seebold also include a provision authorising the company, by Supervisory Board resolution, to reduce remuneration in accordance with the principle of equal treatment if required by the company's asset, financial, earnings or liquidity situation. In such cases, an auditor appointed by the Supervisory Board shall conduct an assessment to determine the amount by which the remuneration is to be reduced. If the company exercises this option, affected members of the Executive Board are authorised to hand in their extraordinary termination of contract at the end of the next quarter. In such a case, they would receive a termination payment amounting to one year's fixed remuneration (or, at most, the total remuneration for the remaining term of the contract). If the member of the Executive Board does not exercise his or her right to termination, the member of the Executive Board may apply to the Supervisory Board for the reduction to be rescinded, provided and as soon as the reasons for the reduction have been resolved for the long term. In such cases, no termination payment will be made.

The relevant regulations were neither applied nor amended for the current members of the Executive Board during the reporting period. No members of the Executive Board left office during the 2022 financial year.

### **Pension commitments**

The Chairwoman of the Executive Board Angela Titzrath and Board member Dr. Roland Lappin each have vested pension commitments dating back to the time before the current remuneration system came into effect. The relevant regulations pertaining to the pension commitments, the associated service costs and the present value of the relevant commitments are listed individually above under “*Remuneration of members of the Executive Board – Detailed representation of the remuneration components – Fixed remuneration components – Retirement benefits*”. The relevant regulations were not amended during the reporting period. Dr. Roland Lappin stepped down from the Executive Board on 31 January 2023. According to his existing pension entitlement, which was already vested when the remuneration system for the Executive Board entered into force, he is authorised to receive a pension from the company.

### **Post-contractual non-competition clauses**

The current service contracts for serving members of the Executive Board do not provide for any post-contractual non-competition clauses. If a post-contractual non-competition clause is agreed in subsequent service contracts, the Supervisory Board must ensure that any severance payments take into account any compensation for observing competition restrictions.

### **Third-party benefits**

During the reporting period, no member of the Executive Board was promised or granted benefits by a third party with regard to his or her role as an Executive Board member.

### **Remuneration for Supervisory Board mandates**

Internal Supervisory Board mandates are not generally subject to separate remuneration, and any remuneration paid to the member of the Executive Board must be transferred to HHLA. When approving the fulfilment of external mandates, the Supervisory Board must decide, at its professional discretion, whether the relevant remuneration is to be taken into account with the remuneration of the Executive Board member, and if so to what extent. In doing so, the Supervisory Board considers in particular the extent to which the activity is in the interests of the company. Current external Supervisory Board mandates of members of the Executive Board are not taken into account in Executive Board remuneration.

### **Temporary divergences from the remuneration system**

During the reporting period, the option enshrined within the remuneration system to temporarily diverge from it under specific and extraordinary circumstances as defined in Section 87a (2) sentence 2 AktG in the interests of the long-term well-being of the company was not exercised.

## **Individual disclosures of Executive Board remuneration**

### **Remuneration of members of the Executive Board serving during the 2022 financial year**

The remuneration of members of the Executive Board during the 2022 financial year was regulated and calculated in accordance with the remuneration system for members of the Executive Board as endorsed by the Annual General Meeting.

In accordance with Section 162(1) sentence 1 in conjunction with Section 162(5) AktG, the table below shows the remuneration paid and owed to members of the Executive Board serving during the 2022 financial year. HHLA pursues the approach whereby remuneration is stated according to Section 162(1) sentence 2 no. 1 AktG in the remuneration report for the financial year in which the activity (lasting one or more years) for which the remuneration is due was completely fulfilled. Consequently, with regard to the variable remuneration, the tables below show the variable remuneration for the 2022 and 2021 financial years (and not the variable remuneration paid out in the relevant financial year for the previous financial year). This information makes the link between performance and variable remuneration more transparent.

In addition to the relevant amounts of the individual remuneration components, the relative proportion of the corresponding remuneration component is stated in accordance with Section 162(1) sentence 1 AktG. Since the service costs relating to the pension commitments for Angela Titzrath and Dr. Roland Lappin are not classed as remuneration paid or owed under Section 162 AktG, they are not listed in the table below and are not taken into account when calculating the relevant relative proportions. The amounts paid to Board mem-

bers Jens Hansen and Torben Seebold specifically to build up a private pension fund are, by contrast, declared as components of the fixed remuneration. Detailed information on service costs for the 2022 financial year can also be found in the section entitled “Detailed representation of the remuneration components – Fixed remuneration components – Retirement benefits”.

No severance payments or special benefits were paid or owed during the 2022 financial year.

#### Angela Titzrath, Chairwoman of the Executive Board since 01/01/2017

	2022		2021	
	in €	TR (in %)	in €	TR (in %)
<b>Fixed remuneration</b>				
Fixed remuneration	495,000	49.5	495,000	49.3
Other benefits (+)	13,726	1.4	13,754	1.4
<b>Subtotal</b>	<b>508,726</b>	<b>50.9</b>	<b>508,754</b>	<b>50.7</b>
<b>Variable remuneration</b>				
Performance-related bonuses (+)	491,650	49.1	495,000	49.3
<b>Total remuneration (TR) as per Section 162 AktG</b>	<b>1,000,376</b>	<b>100.0</b>	<b>1,003,754</b>	<b>100.0</b>

#### Jens Hansen, Executive Board member since 01/04/2017

	2022		2021	
	in €	TR (in %)	in €	TR (in %)
<b>Fixed remuneration</b>				
Fixed remuneration	381,313	45.8	365,000	45.8
Other benefits (+)	12,162	1.5	12,162	1.5
Service cost/amount available for own use (+)	57,497	6.9	54,750	6.9
<b>Subtotal</b>	<b>450,972</b>	<b>54.2</b>	<b>431,911</b>	<b>54.2</b>
<b>Variable remuneration</b>				
Performance-related bonuses (+)	381,313	45.8	365,000	45.8
<b>Total remuneration (TR) as per Section 162 AktG</b>	<b>832,285</b>	<b>100.0</b>	<b>796,912</b>	<b>100.0</b>

#### Dr. Roland Lappin, Executive Board member since 01/05/2003

	2022		2021	
	in €	TR (in %)	in €	TR (in %)
<b>Fixed remuneration</b>				
Fixed remuneration	365,000	49.2	365,000	49.2
Other benefits (+)	11,755	1.6	11,463	1.5
<b>Subtotal</b>	<b>376,755</b>	<b>50.8</b>	<b>376,463</b>	<b>50.8</b>
<b>Variable remuneration</b>				
Performance-related bonuses (+)	365,000	49.2	365,000	49.2
<b>Total remuneration (TR) as per Section 162 AktG</b>	<b>741,755</b>	<b>100.0</b>	<b>741,463</b>	<b>100.0</b>

**Torben Seebold, Executive Board member since 01/04/2019**

	2022		2021	
	in €	TR (in %)	in €	TR (in %)
<b>Fixed remuneration</b>				
Fixed remuneration	361,250	46.0	350,000	46.8
Other benefits (+)	12,651	1.6	12,651	1.7
Service cost/amount available for own use (+)	50,112	6.4	35,000	4.7
<b>Subtotal</b>	<b>424,013</b>	<b>54.0</b>	<b>397,651</b>	<b>53.2</b>
<b>Variable remuneration</b>				
Performance-related bonuses (+)	361,250	46.0	350,000	46.8
<b>Total remuneration (TR) as per Section 162 AktG</b>	<b>785,263</b>	<b>100.0</b>	<b>747,651</b>	<b>100.0</b>

**Remuneration of former members of the Executive Board**

In accordance with Section 162(1) sentence 1, the table below shows the remuneration paid and owed to former members of the Executive Board during the 2022 financial year. Where remuneration was granted to members of the Executive Board who left the Board more than ten years ago (i.e. before 31 December 2012), the details are provided anonymously in accordance with Section 162(5) AktG. Since variable remuneration at HHLA is paid out at the end of the financial year, or, at the latest, in the subsequent financial year, remuneration paid or owed to former members of the Executive Board during the reporting period was limited to benefits resulting from existing pension commitments.

**Remuneration paid and owed to former members of the Executive Board in the 2022 financial year**

in €	Fixed remuneration components		Variable remuneration components	Retirement benefits	
	Fixed remuneration	Fringe benefits	Performance-related bonuses	Pension	(Partial) capital payment
Klaus-Dieter Peters <sup>1</sup> (until 31/12/2016)	-	-	-	247,427	-
Dr. Stephan Behn (until 31/03/2017)	-	-	-	185,232	-
Heinz Brandt (until 31/03/2019)	-	-	-	159,030	-
Anonymous (left prior to 31/12/2012)	-	-	-	404,580	-

<sup>1</sup> Chairman of the Executive Board



## Remuneration of members of the Supervisory Board

### Remuneration principles for members of the Supervisory Board

In accordance with Article 16 of HHLA's articles of association, Supervisory Board members are remunerated as resolved by the Annual General Meeting. The current remuneration clause was adopted at the Annual General Meeting held on 10 June 2021.

The remuneration system for members of the HHLA Supervisory Board provides for fixed remuneration plus a meeting attendance fee, without any variable or share-based components. In the view of the Executive Board and the Supervisory Board, the fixed remuneration system is best placed to safeguard the independence of Supervisory Board members and the unbiased performance of their advisory and monitoring activities – regardless of the financial success of the company. The effective and unbiased performance of advisory and monitoring activities by the Supervisory Board makes a key contribution towards promoting corporate strategy and the long-term development of HHLA. The fixed remuneration system, which has proven itself in the past, complies with recommendation G.18 of the GCGC, and is the predominant practice among other listed companies.

The amount of fixed remuneration is based on the activities assumed by each member in the Supervisory Board and its committees. This provides members with appropriate remuneration for any additional activities and responsibilities assumed in compliance with recommendation G.17 of the GCGC. In the opinion of the Supervisory Board and Executive Board – and in comparison to other listed companies – the amount of remuneration received by the Supervisory Board members according to the remuneration system for the Supervisory Board is appropriate and reflects market rates.

### Remuneration components

Members of the Supervisory Board receive fixed remuneration of € 13,500.00 (fixed remuneration) for each full year they serve on the Supervisory Board. The Chairman of the Supervisory Board receives triple this amount, while his deputy receives 1.5 times the fixed remuneration rate. In addition to the fixed remuneration, members of the Supervisory Board who sit on a committee receive an additional € 2,500.00 for each membership, or, if they chair the committee, € 5,000.00 for each full financial year. A claim to additional remuneration only arises if the relevant committee has convened during the financial year. The additional remuneration to be paid for committee activities is also capped at € 10,000.00 p.a.

Supervisory Board members also receive a meeting attendance fee of € 250.00 for each meeting of the Supervisory Board or one of its committees attended by a member of the Supervisory Board in this capacity or as a member of the relevant committee. The company has also taken out D&O insurance for Supervisory Board members. In addition, the company reimburses Supervisory Board members for appropriate expenses and for any VAT due on income.

There is no specific maximum remuneration for Supervisory Board members. The upper limit for the remuneration of Supervisory Board members is based on the amount of fixed remuneration, any additional remuneration for members of committees, the meeting attendance fee and the insurance premiums, reimbursement of expenses and any VAT. There are no malus or clawback regulations with regard to the remuneration of the Supervisory Board. Due to a lack of variable remuneration components, no variable remuneration components were reclaimed during the reporting period.

Fixed remuneration becomes due at the end of the Annual General Meeting, which adopts a resolution on discharging Supervisory Board members for the past financial year. The meeting attendance fee is either paid after the meeting in question or as a combined sum at the end of the quarter.

### Application in the 2022 financial year

During the 2022 financial year, the remuneration of Supervisory Board members was calculated and paid out in accordance with the regulation on the remuneration of the Supervisory Board as approved by the Annual General Meeting. No loans or similar payments were granted to members of the Supervisory Board. Other than the customary remuneration payable to employee representatives under their contracts of employment, Supervisory Board members did not receive any other payments or benefits for services rendered.

### Individual disclosures of Supervisory Board remuneration

Total remuneration paid to members of the Supervisory Board during the reporting period amounted to € 327,383 (previous year: € 308,500). The remuneration paid and owed to current and former members of the

Supervisory Board during the past financial year, including the relevant relative proportion under Section 162 AktG, is listed in the table below. Once again, HHLA again pursues the approach whereby remuneration is stated according to Section 162 (1) sentence 2 no. 1 AktG in the remuneration report for the financial year in which the activity (lasting one or more years) for which the remuneration is due was completely fulfilled. Correspondingly, the following fixed remuneration table (including fixed remuneration for committee work) shows the fixed salary for the 2022 financial year (and not the fixed salary paid out in the 2022 financial year for the 2021 financial year). This information makes the link between attendance and performance and remuneration more transparent. Meeting attendance fees are paid in the relevant financial year, which means that the “paid” and “owed” remuneration items under Section 162 AktG are identical.

#### Individual disclosures of the remuneration of Supervisory Board members for the 2022 financial year <sup>1,2</sup>

	Fixed remuneration		Remuneration for committee work		Meeting fee		Total	
	in €	in %	in €	in %	in €	in %	in €	in %
Prof. Rüdiger Grube (Chairman)	40,500	72.6	10,000	17.9	5,250	9.4	55,750	100
Berthold Bose (Vice Chairman)	20,250	75.7	2,500	9.3	4,000	15.0	26,750	100
Alexander Grant (since 26/07/2022)	6,750	53.5	3,125	24.8	2,750	21.8	12,625	100
Holger Heinzel (since 26/07/2022)	6,750	72.6	1,042	11.2	1,500	16.1	9,292	100
Dr. Norbert Kloppenburg	13,500	54.0	7,500	30.0	4,000	16.0	25,000	100
Stefan Koop (since 26/07/2022)	6,750	59.6	2,083	18.4	2,500	22.1	11,333	100
Thomas Lütje (until 25/07/2022)	7,825	78.0	1,458	14.5	750	7.5	10,033	100
Thomas Mendrzik (until 25/07/2022)	7,825	43.1	5,833	32.1	4,500	24.8	18,158	100
Dr. Isabella Niklas	13,500	56.2	7,500	31.2	3,000	12.5	24,000	100
Norbert Paulsen (until 25/07/2022)	7,825	44.3	5,833	33.0	4,000	22.7	17,658	100
Susana Pereira Ventura (since 26/10/2022)	3,375	74.3	417	9.2	750	16.5	4,542	100
Sonja Petersen (until 25/07/2022)	7,825	66.6	2,917	24.8	1,000	8.5	11,742	100
Franziska Reisener (since 26/07/2022)	6,750	72.6	1,042	11.2	1,500	16.1	9,292	100
Andreas Rieckhof	13,500	57.4	5,000	21.3	5,000	21.3	23,500	100
Dr. Sibylle Roggencamp	13,500	45.0	10,000	33.3	6,500	21.7	30,000	100
Prof. Burkhard Schwenker	13,500	52.9	7,500	29.4	4,500	17.6	25,500	100
Maya Schwiengershausen-Güth (until 30/09/2022)	10,125	82.9	833	6.8	1,250	10.2	12,208	100
<b>Total</b>	<b>200,050</b>	<b>61.1</b>	<b>74,583</b>	<b>22.8</b>	<b>52,750</b>	<b>16.1</b>	<b>327,383</b>	<b>100</b>

1 All figures exclude VAT

2 According to the ver.di articles of association, all members of ver.di holding a Supervisory Board or similar mandate are obliged to transfer a portion of their remuneration. This is regulated by resolutions passed by the German Trade Union Confederation and the ver.di trade union council. The transferred amounts are not considered in the table above, i.e. the remuneration stated here is prior to any amounts being transferred.

## Appropriateness of the remuneration and comparison

### Appropriateness of the remuneration

To ensure the appropriateness of remuneration, the amounts are subject to a market comparison with similar companies (horizontal comparison). The last horizontal comparison was conducted in the 2021 financial year. In addition to SDAX companies, comparable companies include key competitors and companies with similar shareholder structures. The peer group of key competitors and companies with similar shareholder structures included 17 companies from Germany, France, the Netherlands, Austria and Switzerland. Standard remuneration was determined as part of this market comparison.

A vertical comparison is also conducted as a review of the internal remuneration ratio between the members of the Executive Board and Supervisory Board and the upper management as well as the employees. This includes the development over time. As part of the evaluation of appropriateness of remuneration on a vertical level, both the current ratio of Executive Board and/or Supervisory Board remuneration to the remuneration of the upper management and the workforce as a whole is reviewed, as are the changes in this ratio over time. The Supervisory Board also reviews the relevant employment circumstances, such as working hours and holiday. The upper management is defined as the first management level of HHLA AG below the Executive Board. The workforce is defined as HHLA AG employees (including posted workers, but not including apprentices). The trends in remuneration over time are taken into account alongside the current situation. For the 2022 financial year, the ratio of Executive Board pay to remuneration for the upper management level was around 4:1, while the ratio of Executive Board pay to the rest of the workforce was around 8:1.

On the basis of the reviews mentioned above, the Supervisory Board is of the opinion that the target remuneration for the Executive Board in the 2022 financial year is appropriate.

### Comparison of trends in remuneration and earnings

The table below shows a comparison of the annual changes in remuneration paid and owed to present and former members of the Executive Board and Supervisory Board, the earnings performance of the company and the average employee salary as a full-time equivalent over the past five financial years on the basis of Section 162(1) sentence 2 no. 2 AktG.

As with the details of remuneration for the Executive Board and Supervisory Board, the remuneration attributable to and “earned” in the financial year is stated, even if this is only paid out in a subsequent financial year (as is the case with fixed remuneration for the Supervisory Board and variable remuneration for the Executive Board).

Earnings performance is determined using the net income or net loss for the financial year for HHLA, as well as the Group key figures of revenue and profit after tax and minority interests for the financial year, and using the performance indicators of EBIT and ROCE, both of which are relevant to the variable remuneration of members of the Executive Board. The average salary of employees is based on the employees working for HHLA AG in Germany as of the balance sheet date (31 December) (including posted staff, but not including apprentices).

#### Executive Board remuneration (current members)

in €, change in %	2022	Change	2021	Change	2020	Change	2019	Change	2018
Angela Titzrath (Chairwoman)	1,000,376	- 0.3	1,003,754	0.0	1,003,839	7.2	936,359	8.3	864,250
Jens Hansen	832,284	4.4	796,912	0.8	790,895	4.9	753,624	0.0	753,624
Dr. Roland Lappin	741,755	0	741,463	0.1	740,767	1.4	730,782	6.7	684,756
Torben Seebold	785,263	5.0	747,651	2.3	730,846	40.6	519,796	-	0

#### Executive Board remuneration (former members)

in €, change in %	2022	Change	2021	Change	2020	Change	2019	Change	2018
Klaus-Dieter Peters (Chairman until 31/12/2016)	247,427	0.1	247,096	1.5	243,540	- 0.8	245,428	8.7	225,824
Dr. Stephan Behn (until 31/03/2017)	185,232	0.2	184,782	0.7	183,438	- 0.4	184,125	3.0	178,762
Heinz Brandt (until 31/03/2019)	159,030	4.3	152,539	1.1	150,857	- 48.0	289,972	- 57.8	687,333

**Supervisory Board remuneration (current members)**

in €, change in %	2022	Change	2021	Change	2020	Change	2019	Change	2018
Prof. Rüdiger Grube, Chairman	55,750	5.2	53,000	- 0.5	53,250	- 0.2	53,375	8.9	49,000
Berthold Bose, Vice Chairman	26,750	8.1	24,750	- 2.0	25,250	1.0	25,000	- 4.8	26,250
Alexander Grant (since 26/07/2022)	12,625	N/A	0	0	0	0	0	0	0
Holger Heinzel (since 26/07/2022)	9,292	N/A	0	0	0	0	0	0	0
Dr. Norbert Kloppenburg	25,000	2.0	24,500	0	24,500	- 1.0	24,750	0	24,750
Stefan Koop	11,333	N/A	0	0	0	0	0	0	0
Dr. Isabella Niklas (since 12/06/2018)	24,000	- 1.0	24,250	1.0	24,000	- 1.0	24,250	90.2	12,750
Susana Pereira Ventura (since 26/10/2022)	4,542	N/A	0	0	0	0	0	0	0
Franziska Reisener (since 26/07/2022)	9,292	N/A	0	0	0	0	0	0	0
Andreas Rieckhof (since 20/08/2020)	23,500	11.9	21,000	173.9	7,667	0	0	0	0
Dr. Sibylle Roggencamp	30,000	9.1	27,500	- 0.9	27,750	- 1.8	28,250	- 0.9	28,500
Prof. Burkhard Schwenker (since 18/06/2019)	25,500	4.1	24,500	- 3.0	25,250	74.1	14,500	N/A	0

**Supervisory Board remuneration (former members)**

	2022	Change	2021	Change	2020	Change	2019	Change	2018
Petra Bödeker-Schoemann (until 12/06/2018)	0	0	0	0	0	0	0	- 100	11,500
Dr. Rolf Bösinger (until 20/04/2018)	0	0	0	0	0	0	0	- 100	5,333
Thomas Lütje (21/06/2017– 25/07/2022)	10,033	- 41.8	17,250	- 4.2	18,000	0	18,000	0	18,000
Thomas Mendrzik (21/06/2017– 25/07/2022)	18,158	- 33.4	27,250	0	27,250	- 1.8	27,750	- 1.8	28,250
Dr. Wibke Mellwig (until 12/06/2018)	0	0	0	0	0	0	0	- 100	3,625
Norbert Paulsen (until 25/07/2022)	17,658	- 36.9	28,000	- 0.9	28,250	0.9	28,000	- 2.6	28,750
Sonja Petersen (21/06/2017– 25/07/2022)	11,742	- 45.4	21,500	1	21,500	- 4.4	22,500	4.7	21,500
Dr. Torsten Sevecke (until 20/08/2018)	0	- 100	0	- 100	13,833	- 33.3	20,750	79.1	11,583
Michael Westhagemann (until 06/02/2019)	0	0	0	0	0	- 100	3,500	- 85.6	24,250
Maya Schwiegershausen-Guth (21/06/2017–30/09/2022)	12,208	- 18.6	15,000	0	15,000	- 1.6	15,250	0	15,250

**Average remuneration of employees (HHLA)**

in € per FTE, change in %	2022	Change	2021	Change	2020	Change	2019	Change	2018
Employees	96,389	4.5	92,259	0.9	91,473	1.4	90,196	4.1	86,631

## Earnings performance

in € millions, change in %	2022	Change	2021	Change	2020	Change	2019	Change	2018
Net income/net loss for the financial year for HHLA AG	47.2	- 23.9	62.0	471.1	10.9	- 85.7	75.8	34.9	56.2
Group revenue	1,578.4	7.7	1,465.4	12.7	1,299.8	- 6.0	1,382.6	7.1	1,291.1
Profit after tax	133.1	0.1	132.9	79.3	74.1	- 45.9	137.1	- 1.0	138.5
Group EBIT	220.4	- 3.4	228.2	84.7	123.6	- 44.1	221.2	8.3	204.2
ROCE in %, change in percentage points	9.7	- 0.9	10.6	4.7	5.9	- 4.9	10.8	- 4.0	14.8

## Outlook for the 2023 financial year with regard to remuneration

From a systemic viewpoint, there are no changes in the pipeline with regard to remuneration for the Executive Board or Supervisory Board for the 2023 financial year. Given the geopolitical tensions that continue to shape the current situation, the impact of high inflation and economic sanctions, the 2023 financial year looks set to be a highly challenging one. In the Container segment, dwell times are starting to level off. This is likely to result in a significant decrease in storage fees within the segment.

Dr. Roland Lappin stepped down from the Executive Board on 31 January 2023. Tanja Dreilich replaced him as a member of the Executive Board on 1 January 2023. She took over the role of Chief Financial Officer from Dr. Roland Lappin as of 1 February.

Following the scheduled re-elections last year, no personnel changes are expected in the Supervisory Board for the 2023 financial year.

Hamburg, March 2023

The Executive Board

Angela Titzrath

Tanja Dreilich

Jens Hansen

Torben Seebold

For the Supervisory Board

Prof. Rüdiger Grube

Chairman of the Supervisory Board

## Auditor's report

To Hamburger Hafen und Logistik Aktiengesellschaft, Hamburg

We have audited the remuneration report of Hamburger Hafen und Logistik Aktiengesellschaft, Hamburg, for the financial year from 1st January to 31st December 2022 including the related disclosures, which was prepared to comply with § [Article] 162 AktG [Aktiengesetz: German Stock Corporation Act].

### Responsibilities of the Executive Directors and the Supervisory Board

The executive directors and the supervisory board of Hamburger Hafen und Logistik Aktiengesellschaft are responsible for the preparation of the remuneration report, including the related disclosures, that complies with the requirements of § 162 AktG. The executive directors and the supervisory board are also responsible for such internal control as they determine is necessary to enable the preparation of a remuneration report, including the related disclosures, that is free from material misstatement, whether due to fraud or error.

### Auditor's Responsibilities

Our responsibility is to express an opinion on this remuneration report, including the related disclosures, based on our audit. We conducted our audit in accordance with German generally accepted standards for the audit of financial statements promulgated by the Institut der Wirtschaftsprüfer (Institute of Public Auditors in Germany) (IDW). Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the remuneration report, including the related disclosures, is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts including the related disclosures stated in the remuneration report. The procedures selected depend on the auditor's judgment. This includes the assessment of the risks of material misstatement of the re-muneration report including the related disclosures, whether due to fraud or error.

In making those risk assessments, the auditor considers internal control relevant to the preparation of the remuneration report including the related disclosures. The objective of this is to plan and perform audit procedures that are appropriate in the circumstances, but not for the purpose of ex-pressing an opinion on the effectiveness of the company's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the executive directors and the supervisory board, as well as evaluating the overall presentation of remuneration report including the related disclosures.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### **Audit Opinion**

In our opinion, based on the findings of our audit, the remuneration report for the financial year from 1st January to 31st December 2022, including the related disclosures, complies in all material respects with the accounting provisions of § 162 AktG.

### **Reference to an Other Matter – Formal Audit of the Remuneration Report according to § 162 AktG**

The audit of the content of the remuneration report described in this auditor's report includes the formal audit of the remuneration report required by § 162 Abs. [paragraph] 3 AktG, including the issuance of a report on this audit. As we express an unqualified audit opinion on the content of the remuneration report, this audit opinion includes that the information required by § 162 Abs. 1 and 2 AktG has been disclosed in all material respects in the remuneration report.

### **Restriction on use**

We issue this auditor's report on the basis of the engagement agreed with Hamburger Hafen und Logistik Aktiengesellschaft. The audit has been performed only for purposes of the company and the auditor's report is solely intended to inform the company as to the results of the audit. Our responsibility for the audit and for our auditor's report is only towards the company in accordance with this engagement. The auditor's report is not intended for any third parties to base any (financial) decisions thereon. We do not assume any responsibility, duty of care or liability towards third parties; no third parties are included in the scope of protection of the underlying engagement. § 334 BGB [Bürgerliches Gesetzbuch: German Civil Code], according to which objections arising from a contract may also be raised against third parties, is not waived.

Hamburg, April 14th, 2023

PricewaterhouseCoopers GmbH  
Wirtschaftsprüfungsgesellschaft

Marko Schipper  
Wirtschaftsprüfer  
(German Public Auditor)

ppa. Sebastian Hoffmann  
Wirtschaftsprüfer  
(German Public Auditor)