



# Lufthansa Group Corporate Governance

Karl-Ludwig Kley,  
Chairman of the Supervisory Board

January/February 2022

# Agenda

- |   |                                      |             |
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| 3 | Corporate Responsibility             | Pages 18-22 |
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# Significant operational and financial progress made in 2021



Capital increase successfully completed

Repayment of German stabilization measures

Successful operational ramp-up over summer

Return to operating profits and positive cash flows in the third quarter

Lufthansa Cargo generates record result

Further progress made in the Group's restructuring

The execution of a capital increase has been a key step towards restoring the strength of our balance sheet

## STRENGTHENING OF BALANCE SHEET

### Return to profitability

- **Adjusted Free Cash Flow expected to reach ~EUR 2 billion p.a.** in 2023 and 2024 in line with mid-term targets

### Repayment stabilization measures

- **EUR 2.2 billion equity raise**
- Replace state aid funds through long-term **debt and equity refinancing** measures

### Divestments

- **LSG RoW and Airplus** to be divested once full value can be realized
- Evaluation of **LHT monetization options** ongoing

Target liquidity corridor of EUR 6-8 billion

Sustainable leverage ratio of Adj. Net debt incl. pensions/Adj. EBITDA < 3.5

Return to investment grade rating

# The Group's transformation will further strengthen its leading market position



# Lufthansa Supervisory Board – Experienced, Diverse and Independent

## 20 Board Members



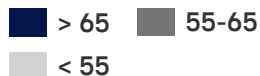
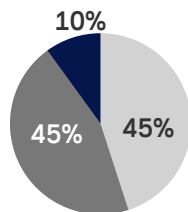
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Shareholder  
Representatives

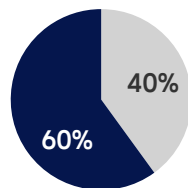
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Employee  
Representatives

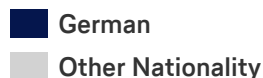
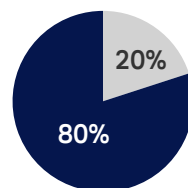
### Age



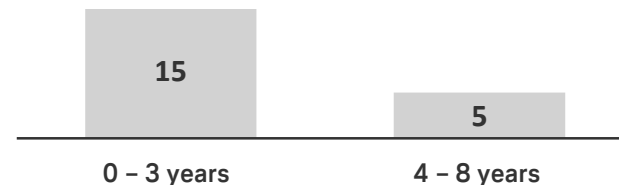
### Gender



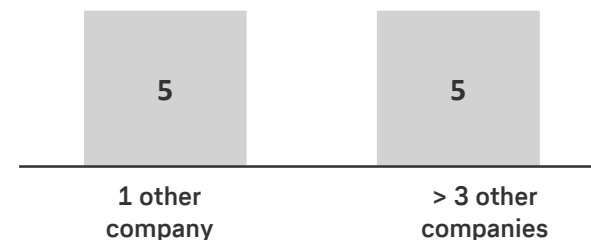
### Nationality<sup>1</sup>



## Lufthansa Supervisory Board tenure



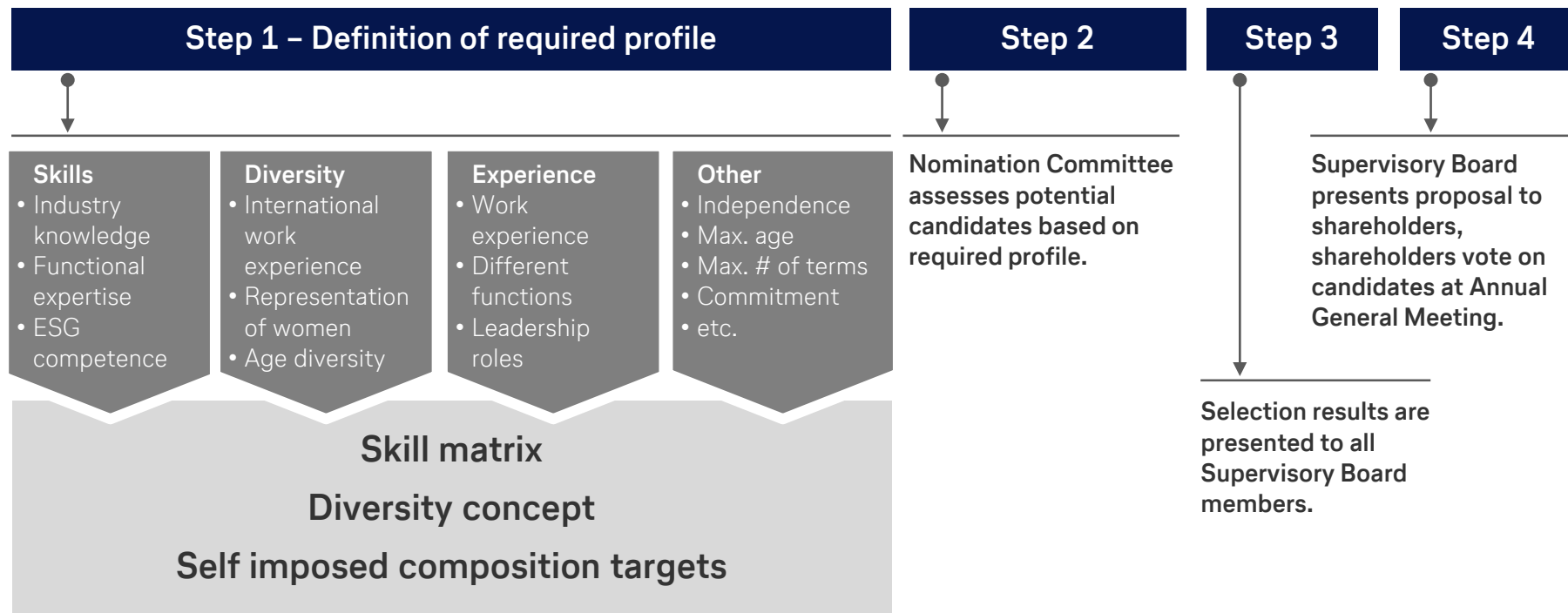
## Professional experience<sup>1,2</sup>



<sup>1</sup> Shareholder representatives only

<sup>2</sup> Other companies outside Lufthansa Group

# Clearly defined Supervisory Board nomination process<sup>1</sup>



<sup>1</sup> Shareholder representatives only

# Shareholder representatives cover the targeted skill set and diversity criteria



**Karl-Ludwig Kley**  
**Chairman of the Supervisory Board**

Born 1951, German  
 Member since 2013

Extensive leadership and supervisory board experience  
 Financial Expert



**Erich Clementi**

Born 1958, Italian  
 Member since 2020

Expert in digital transformation and strategy



**Carsten Knobel**

Born 1969, German  
 Member since 2018

Financial expert



**Britta Seeger**

Born 1969, German  
 Member since 2021

Marketing and Sales expert, comprehensive international leadership experience



**Thomas Enders**

Born 1958, German  
 Member since 2020

Aviation expert with extensive leadership experience



**Harald Krüger**

Born 1965, German  
 Member since 2020

Extensive leadership and board experience  
 Financial Expert  
 ESG Expert



**Astrid Stange**

Born 1965, German  
 Member since 2020

IT/digital expert, comprehensive international leadership experience  
 ESG Expert



**Michael Kerkloh**

Born 1953, German  
 Member since 2020

Aviation expert



**Miriam Sapiro**

Born 1960, US American  
 Member since 2017

International expert in government affairs and strategy  
 ESG Expert



**Angela Titzrath**

Born 1966, German  
 Member since 2020

Logistics expert, extensive leadership experience  
 ESG Expert

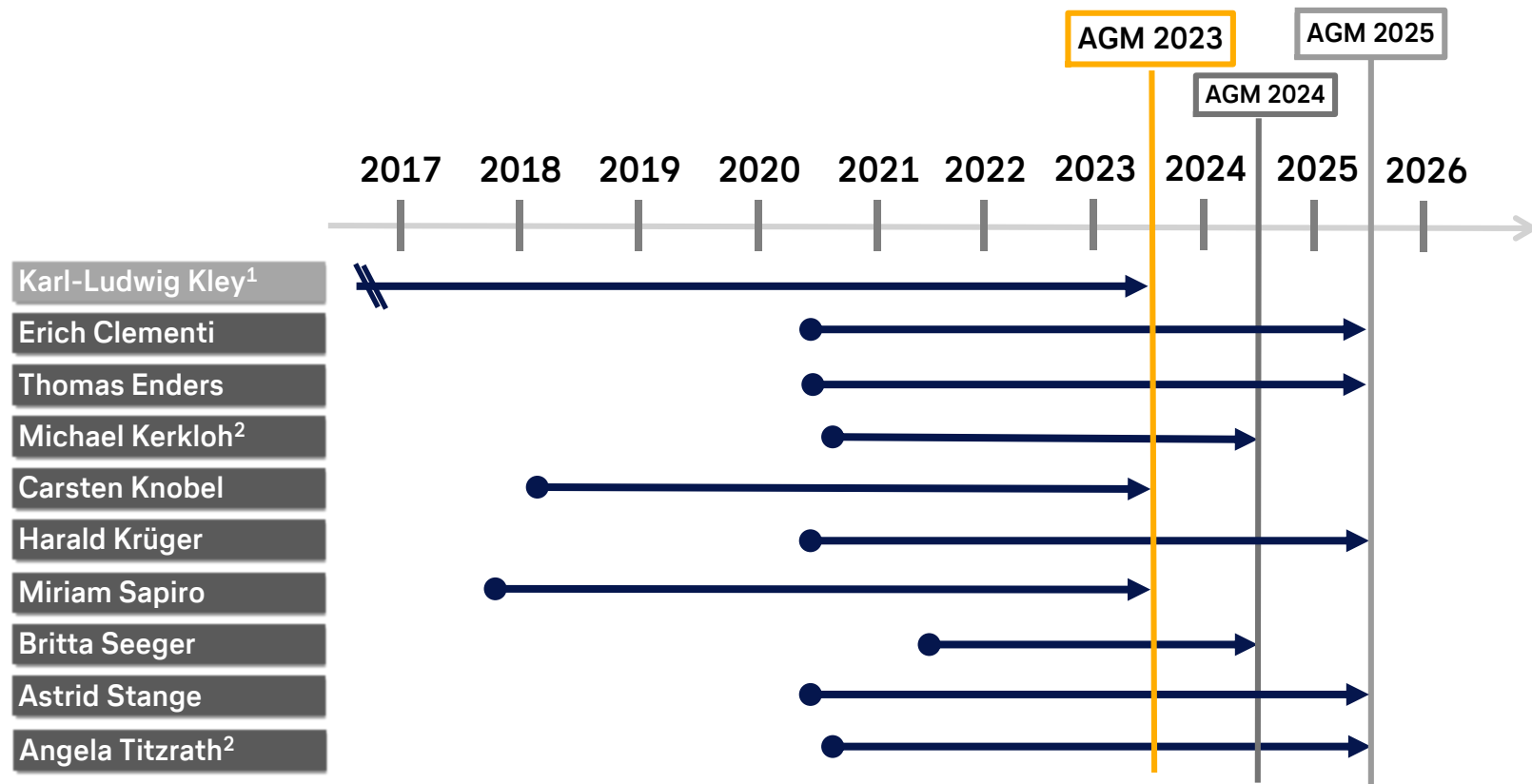


# Skills profile of Shareholder Representatives ensures governance & Committee Work

	Position			Competence in relevant sector / markets			Functional						Diversity criteria / Independence & mandates					
	Role in Board	Initial Election	End of term	Aviation / Transport / Logistics	Marketing / Distribution / Customer	Politics / Association work / Science	GM / CEO	Financial Expert	Digital	Sustainability / ESG	Legal / Compliance	HR / Organisation	Age	Gender	Nationality	Work Stage	Independence	Number of other mandates* (thereof Chair)
<b>Karl-Ludwig Kley</b> Chairman of the Supervisory Board E.ON SE	Chair	2013	2023										70	m	German	Post	Yes	1 (1)
<b>Erich Clementi</b> Vice Chairman of the Supervisory Board E.ON SE	Member	2020	2025										63	m	Italian/US	Post	Yes	1
<b>Thomas Enders</b> Member of the Board of Directors Linde plc	Member	2020	2025										63	m	German	Post	Yes	3 (1)
<b>Michael Kerkloh</b> Former Chairman of the Management Board Flughafen München GmbH	Member	2020	2024										68	m	German	Post	Yes	0
<b>Carsten Knobel</b> CEO, Henkel AG & Co. KGaA	Member	2018	2023										53	m	German	Exec	Yes	0
<b>Harald Krüger</b> Member of the Supervisory Board Deutsche Telekom AG	Member	2020	2025										56	m	German	Post	Yes	1
<b>Miriam Sapiro</b> Managing Director Sard Verbinen & Co.	Member	2017	2023										61	f	US	Exec	Yes	1
<b>Britta Seeger</b> Member of the Management Board Daimler AG	Member	2021	2024										52	f	German	Exec	Yes	2
<b>Astrid Stange</b> Freelance Advisor	Member	2020	2025										56	f	German	Exec	Yes	0
<b>Angela Titzrath</b> CEO Hamburger Hafen und Logistik AG	Member	2020	2025										55	f	German	Exec	Yes	2

\* Does not include mandates held in group companies according to Section 100 Paragraph 2 Sentence 2 AktG and other group mandates.

# Shareholder representatives have staggered terms



<sup>1</sup> Member since 2013    <sup>2</sup> Designated by German *Economic Stabilization Funds (ESF)*

# Group of employee representatives headed by experienced chair



**Christine Behle**  
**Deputy Chairman of the Supervisory Board**  
 Born 1968, German  
 Member since 2013

Deputy Chairwoman of the Federal Management Board  
 of the Union Ver.di



**Alexander Behrens**  
 Born 1974, German  
 Member since 2018

Flight attendant  
 Member of the Union UFO e.V.



**Holger Benjamin Koch**  
 Born 1976, German  
 Member since 2018

Senior Director Airport/Industry Charges &  
 Commercial Provider Management



**Birgit Spineux**  
 Born 1965, German  
 Member since 2021

Purser



**Jörg Cebulla**  
 Born 1966, German  
 Member since 2015

Flight Captain



**Birgit Rohleder**  
 Born 1960, German  
 Member since 2018

Teamlead IT Application Management  
 Airport Services



**Olivia Stelz**  
 Born 1971, German  
 Member since 2018

Purser



**Jürgen Jennerke**  
 Born 1964, German  
 Member since 2020

Cargo handler



**Ilja Schulz**  
 Born 1967, German  
 Member since 2018

Flight Captain  
 Member of the Union Vereinigung Cockpit



**Klaus Winkler**  
 Born 1973, German  
 Member since 2018

Engine mechanic

# Committees support the work of the Supervisory Board

## Steering and Remuneration Committee

Prepares the Supervisory Board's meetings and decisions

## Nomination Committee

Recommends to the Supervisory Board candidates for election to the Supervisory Board by the Annual Shareholders Meeting

## Audit Committee

Monitors the accounting process and internal control systems

Examines effectiveness of internal control, compliance and risk management systems

Continuous dialogue with the auditors both in regular meetings and informally

### Members

- **Karl-Ludwig Kley, Chair**
- Christine Behle, Deputy Chair
- Thomas Enders
- Ilja Schulz

### Members

- **Karl-Ludwig Kley, Chair**
- Thomas Enders
- Harald Krüger

### Members

- **Harald Krüger, Chair**
- Alexander Behrens
- Jörg Cebulla
- Michael Kerkloh
- Carsten Knobel
- Klaus Winkler

■ Shareholder Representatives  
■ Employee Representatives

# Supervisory and Executive Board met on a regular basis in 2021

## Supervisory Board

5 Meetings in 2021

## Steering and Remuneration Committee

+ 6 Meetings in 2021

## Audit Committee

+ 6 Meetings in 2021

## Nomination Committee

+ 1 Meeting in 2021

Executive Board:  
29 Meetings in 2021



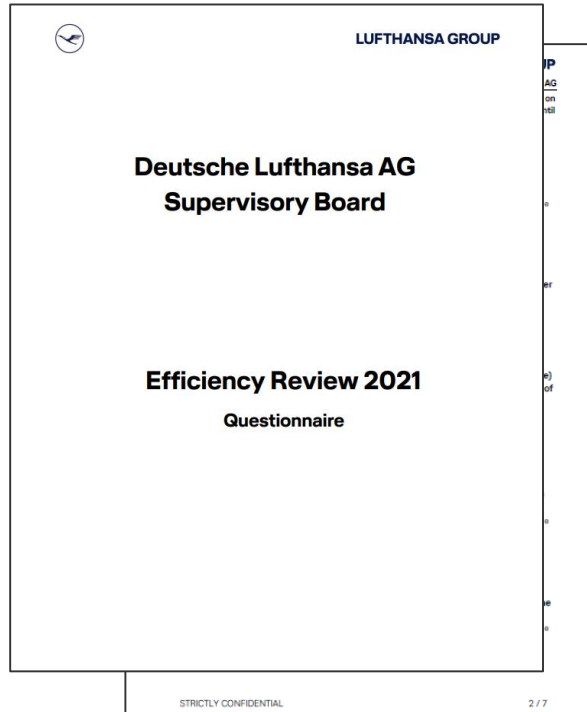
4 Information events for  
Supervisory Board members (incl. ESG,  
other Lufthansa-specific topics)

## Attendance of Supervisory Board and committee meetings 2021

Supervisory Board Member	Board Meeting	Steering & Remuneration Committee	Audit Committee	Nomination Committee
Karl-Ludwig Kley	5 / 5	5 / 5		1 / 1
Christine Behle	5 / 5	5 / 5		
Alexander Behrens	5 / 5		6 / 6	
Jörg Cebulla	5 / 5		6 / 6	
Erich Clementi	5 / 5			
Thomas Enders	5 / 5	5 / 5		1 / 1
Jürgen Jennerke	5 / 5			
Michael Kerkloh	5 / 5		5 / 6	
Carsten Knobel	4 / 5		5 / 6	
Holger Benjamin Koch	5 / 5			
Harald Krüger	5 / 5		4 / 4	1 / 1
Birgit Rohleder	5 / 5			
Miriam Sapiro	5 / 5			
Ilja Schulz	4 / 5	5 / 5		
Britta Seeger	2 / 2			
Birgit Spineux	5 / 5			
Astrid Stange	5 / 5			
Olivia Stelz	5 / 5			
Stephan Sturm	3 / 3		2 / 2	
Angela Titzrath	5 / 5			
Klaus Winkler	5 / 5		6 / 6	

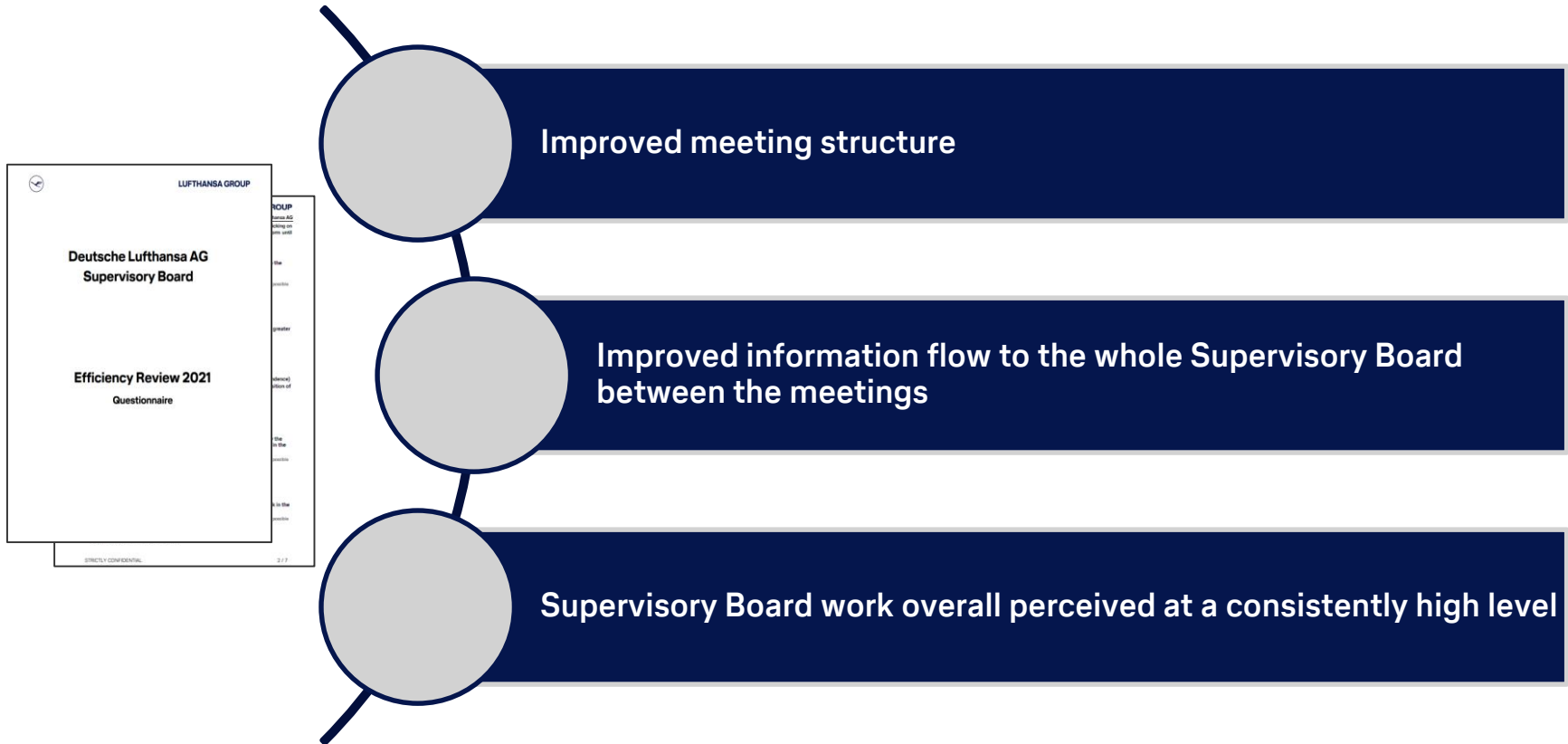
Overall attendance: 98 %

# Regular efficiency reviews support continuous improvement



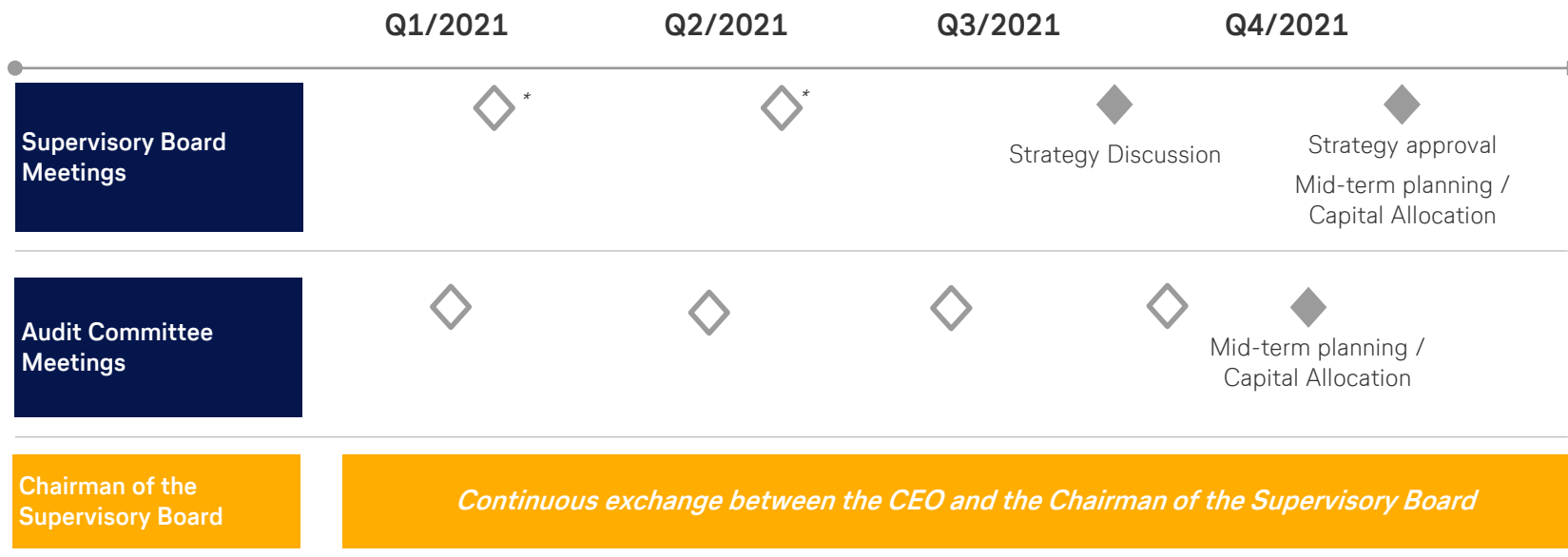
- The **Supervisory Board** conducts **annual efficiency reviews**
- All Supervisory Members provide feedback based on a **detailed questionnaire**
- The Chairman conducts **bilateral meetings** with each Supervisory Board **Member** every **two years** (scheduled for Feb '22)
- The results are presented to and discussed by the Supervisory Board

# Results of efficiency review drove improvements of Supervisory Board work



# The Supervisory Board is actively involved in the strategy process

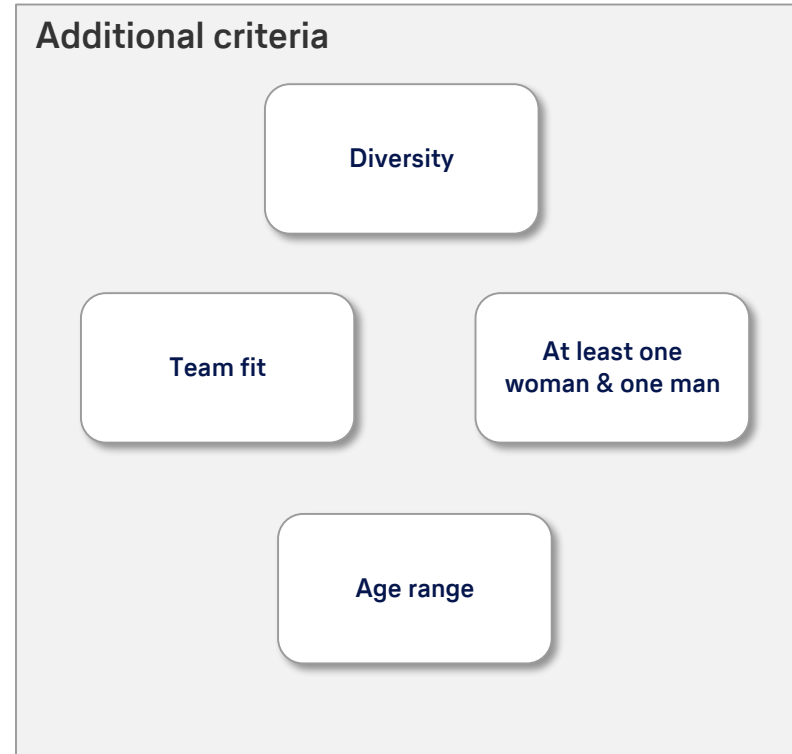
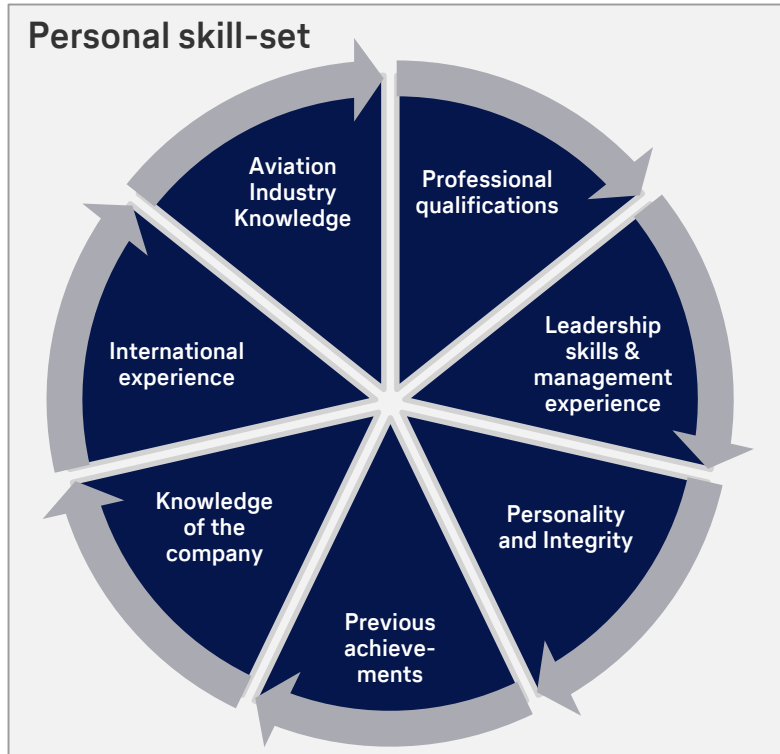
Two Board meetings per annum focused on strategy: In September, the Supervisory Board discusses the strategy with the Executive Board, in December it approves the strategy and the budget



\* Additional strategy coverage if required.



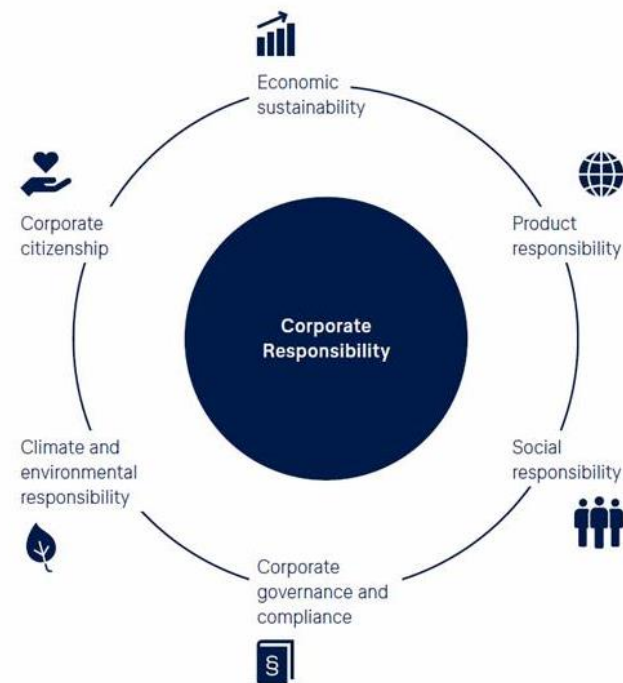
The selection of Executive Board members is guided by a comprehensive set of criteria



# Sustainability is an integral part of the Group's strategy and management

- Supervisory Board regularly debates sustainability matters, four shareholder representatives have specific sustainability expertise
- Christina Foerster holds direct responsibility for Corporate Responsibility on Executive Board level since January 1, 2020
- Sustainability KPIs are part of executive remuneration
- Annual sustainability reporting in accordance with GRI, considering SDGs
- TCFD and SASB disclosures added in 2021

**Responsible and sustainable management** of resources, the environment, employees and suppliers is the **prerequisite for** long-term **financial stability and attractiveness** for customers, investors, employees and partners.



# Three focus areas identified to reduce the Group's environmental footprint

## Invest in Technology



- 175 cutting-edge, modern aircraft until 2029
- #1 SAF user in Europe / among top 3 worldwide
- Innovation DNA: Sharkskin, PtL, etc.

## Improve the Infrastructure



- SES needed: 3+millions tons of CO<sub>2</sub> less annually
- Intermodality: intensify cooperations for less CO<sub>2</sub>
- LH Group: optimize flight, ground ops procedures

## Offset carbon footprint



- Compensaid: Increasing demand by individual and corporate customers
- 100% Group-wide duty travel CO<sub>2</sub> compensation
- BUT: Carbon offset programs indispensable

**CleanTech Hub as focal point for sustainability initiatives**



**50% less net carbon emissions by 2030**



**100% carbon neutral on ground by 2030**



**Net-zero carbon emissions by 2050**

# SAFs will play a key role in reducing the Group's emissions

## Sustainable Aviation Fuels (SAF)

### Biogenic SAF

~x5 cost of fossil fuel



- Oils, Sugars, Starch
- Forest & Farming Residues

Current focus

### Non-Biogenic SAF

x10-x50 cost of fossil fuel



- Municipal Waste

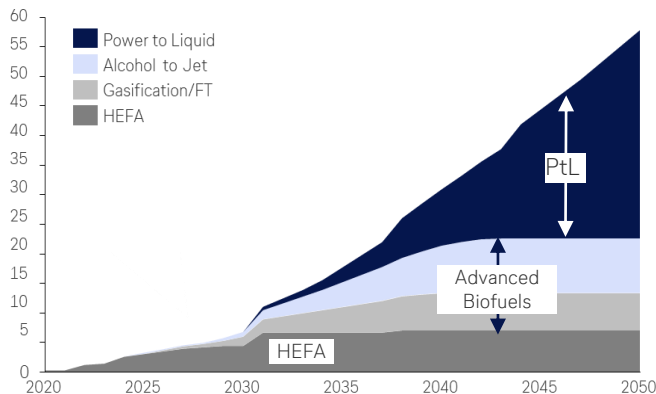


- Power-to-Liquid (PtL)
- Sun-to-Liquid

Long-term focus

## Predicted SAF production ramp-up<sup>1</sup>

in mt



The availability of SAFs is projected to increase significantly, costs are expected to moderate

Various partnerships to support research and development, pilot customer for the first industrially produced PtL fuel in Germany

Group is the largest buyer of SAFs in Europe, commitment to invest USD 250m until 2024 in response to growing customer demand

<sup>1</sup> Source: WEF Clean Skies for Tomorrow, McKinsey

# Lufthansa Group ranks solidly in relevant sustainability rankings – but potential for better performance and disclosure remains



- Improvement from BBB (2017-2020) to A (2021) due to strong business ethics practices
- Within top third of airline peer group
- Robust carbon reduction efforts



- Labor management: unions protests, lay-offs
- Product safety and quality: lawsuits refunds and criticism, Germanwings



27.5

Medium Risk



- Above-industry average
- Strong corporate governance performance



- Medium exposure to human capital risk (large workforce, difficult labor relations , controversies)
- High exposure on own carbon emissions



B



- Above average disclosure of CO<sub>2</sub> footprint (A rating), Corporate Governance



- Value chain engagement
- Emission reduction initiatives



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Score on 100



- In top half in the sector
- Particularly good environmental management



- Local pollution, health & safety, management of social risks in value chain
- Transparency in tax payments

# Further increased focus on cyber security to protect the business and our customers

Cyber Resilient Organization			
<b>Technical security baseline</b> <ul style="list-style-type: none"> <li>Definition of standards</li> <li>Implementation support</li> <li>Solution portfolio</li> <li>Assuring implementation</li> </ul>	<b>Cyber defense (detection and response)</b> <ul style="list-style-type: none"> <li>Extended system monitoring</li> <li>Efficient incident response</li> </ul>	<b>Usability, culture and simplification</b> <ul style="list-style-type: none"> <li>Improved usability and simplicity</li> <li>Solution portfolio</li> <li>Awareness and skill training</li> </ul>	<b>Future focus</b> <ul style="list-style-type: none"> <li>Enabling security by design for ongoing and future transformations</li> </ul>
<b>Organization</b>	<ul style="list-style-type: none"> <li>empowering people &amp; building skills</li> </ul>		
<b>Governance</b>	<ul style="list-style-type: none"> <li>support and control through group-wide cascaded governance</li> </ul>		
<b>Partnering</b>	<ul style="list-style-type: none"> <li>providing resources – internal and from partners</li> </ul>		

Major Achievements 2021	
	Log-file analysis of aircraft IT-components contribute to the “entry into service” of the <b>e-enabled aircraft types B7X7</b> .
	<b>Cyber Defence Centre (CDC) increased</b> range of LHG IT-platforms to cover predictive analysis and incident handling.
	Powerful solution protects <b>administrative access rights</b> , which would enable attackers to take control over IT platforms (PAM)
	Improved Cyber Security <b>resiliency index</b> (730/900)*
	<b>Secure Software Development: 740+ IT-Security trainings</b> per month
	<b>12 AOCs enabled</b> to fulfil the major requirement of Aviation Cyber Regulation <b>EU DVO 2019/1583</b>

\* 250 – 900 index range: higher index indicates better security performance

# Executive Board remuneration system

- Compensation system received 88.2% approval rate at AGM 2020
- Adjustment of variable remuneration to reduce complexity, strengthen shareholder orientation and sustainable management
- Suspension of variable compensation payments to the Executive Board during the period of the stabilization measures
- The Annual General Meeting in May will be asked to approve the compensation report

## Compensation Elements

- Financial targets (85%)
- Non-financial targets (15%)
- 0.8 – 1.2 factor for individual performance
- Annual performance period
- Payout: Cash
- Cap: 200% of STI target remuneration

- Fixed yearly contribution
- Payout in 1 or maximum of 10 tranches (No annuity option)

Base Salary



Short-Term Incentive (STI)



Long-Term Incentive (LTI)



Pension

Share Ownership Guidelines (SOG)

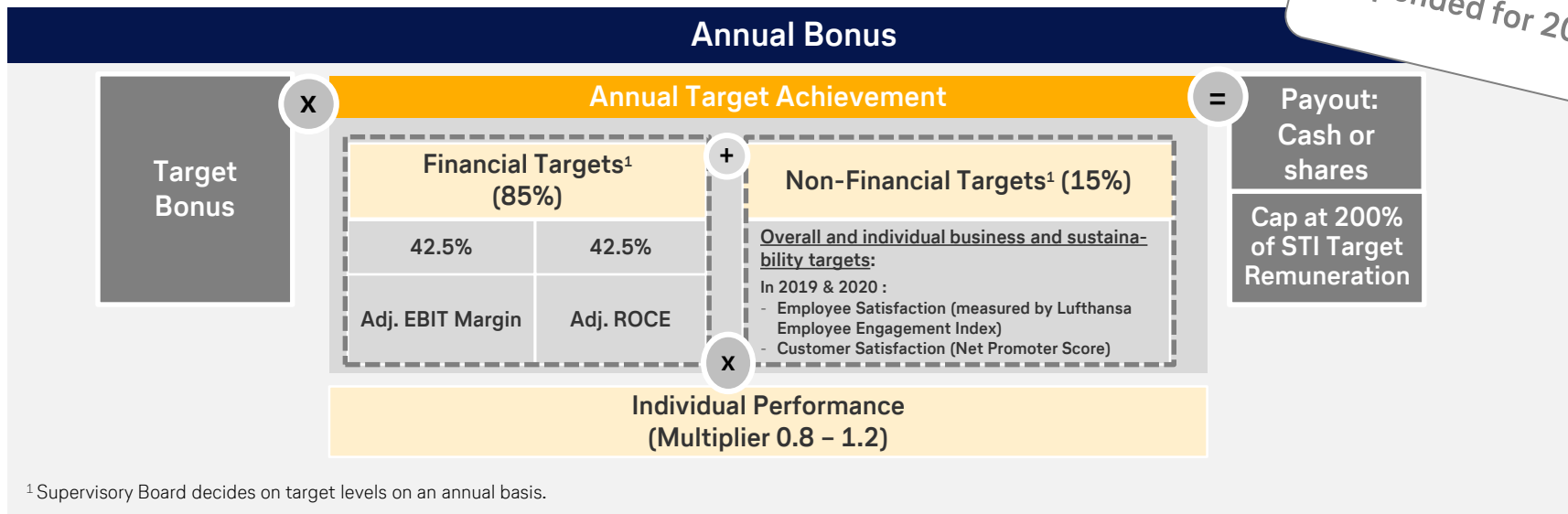
- Financial and share price performance-related targets (42.5% each)
- Non-financial targets (15%)
- Payout: Cash
- 4 years performance period
- Cap: 200% of the LTI target remuneration

- Mandatory share ownership:  
CEO: 200% of base salary  
Other board members: 100% of base salary
- Build-up period: 4 years
- Holding conditions: Up to 4 years after leaving the Executive Board

# Short-Term Incentive (STI)

The STI considers financial and non-financial targets as well as individual performance

*Suspended for 2021*



## Rationale

- Adjusted EBIT Margin and Adjusted ROCE represent the key performance indicators of Lufthansa Group
- Adjusted ROCE incentivizes profitable capital expenditure
- Multiplier ensures flexibility to adjust payouts according to individual performance

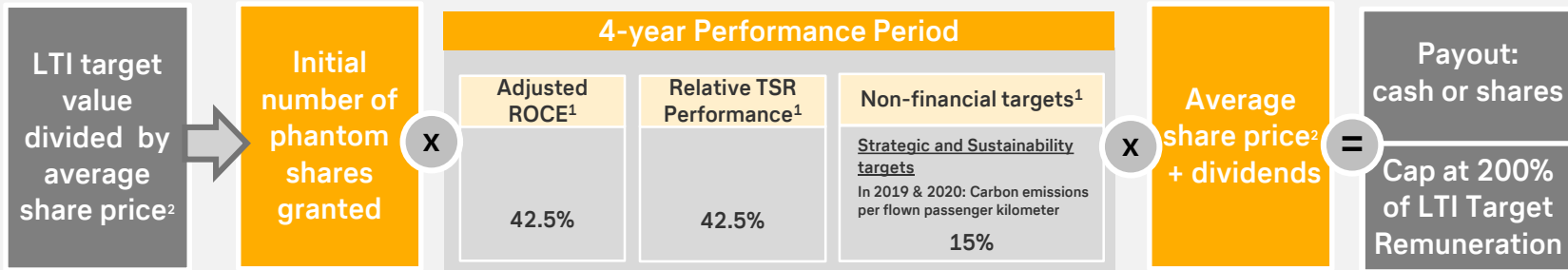


# Long-Term Incentive (LTI) aligns interests of management and shareholders

The LTI is based on Adjusted ROCE, relative TSR and non-financial targets

*Suspended for 2021*

## Performance Share Plan



<sup>1</sup> Supervisory Board sets target values on an annual basis.

<sup>2</sup> Average share price over 60 trading days.

### Rationale

- The Performance Share Plan focuses on share price performance and dividends paid to promote a shareholder-oriented culture
- TSR relative to the DAX aligns management incentives with the interests of shareholders
- Integration of sustainability criteria in STI & LTI highlights the importance of sustainable management

# The compensation of the Executive Board was adjusted due to the crisis

- ▶ According to the framework agreement between Lufthansa and the *Economic Stabilization Fond* (ESF), no bonuses, other variable or comparable remuneration components may be paid to members of the Executive Board during the period of the stabilization measures.
- ▶ Compensation components granted before 21 June 2020 can be paid out according to the program conditions depending on target achievement. The current Executive Board members have waived their claims of the Annual Bonus (STI) 2020 and declared that the payment of the variable remuneration from the 2018 financial year will be deferred until further notice.
- ▶ Share Ownership Guidelines: Suspension of the build-up until variable remuneration is granted again.
- ▶ Executive Board Members waived 20% of their base salary for the period April to September 2020.
- ▶ Deviation from the remuneration system in fiscal year 2021: Supervisory Board decided to suspend the grant of variable remuneration for the Executive Board members in 2021. Irrespective of this, targets were set for the Executive Board members for 2021 and until 2024.

# Supervisory Board remuneration is fixed and based on committee work

## Base compensation:

- Chairman: € 240,000
- Deputy Chairman: € 120,000
- Ordinary members: € 80,000

## Committee chair:

- Audit Committee: additional € 60,000
- Other Committees: additional € 40,000

## Committee member:

- Audit Committee: additional € 30,000
- Other Committees: additional € 20,000

in € thousands	Compensation 2021		
	Fixed	Committee activities	Total
Karl-Ludwig Kley	240	60	300
Christine Behle	120	20	140
Alexander Behrens	80	30	110
Jörg Cebulla	80	30	110
Erich Clementi	80	-	80
Thomas Enders	80	40	120
Herbert Hainer (bis 05.05.2020)	-	-	-
Christian Hirsch (bis 31.12.2020)	-	-	-
Jürgen Jennerke	80	-	80
Michael Kerkloh	80	30	110
Carsten Knobel	80	30	110
Holger Benjamin Koch	80	-	80
Martin Koehler (bis 31.08.2020)	-	-	-
Harald Krüger	80	60	140
Martina Merz (bis 05.05.2020)	-	-	-
Michael Nilles (bis 05.05.2020)	-	-	-
Monika Ribar (bis 31.08.2020)	-	-	-
Birgit Rohleder	80	-	80
Miriam Sapiro	80	-	80
Ilja Schulz	80	20	100
Britta Seeger (seit 04.05.2021)	53	-	53
Birgit Spineux (seit 01.01.2021)	80	-	80
Astrid Stange	80	-	80
Olivia Stelz	80	-	80
Stephan Sturm (bis 04.05.2021)	27	20	47
Angela Titzrath	80	-	80
Christina Weber (bis 02.12.2020)	-	-	-
Klaus Winkler	80	30	110
Matthias Wissmann (bis 05.05.2020)	-	-	-
<b>Total</b>	<b>1.800</b>	<b>370</b>	<b>2.170</b>

Compensation 2020		
Fixed	Committee activities	Total
210	53	263
105	18	123
70	26	96
70	26	96
44	-	44
44	11	56
26	13	39
70	-	70
5	-	5
25	8	33
70	26	96
70	-	70
45	11	56
44	-	44
26	-	26
26	-	26
45	17	62
70	-	70
70	-	70
70	18	88
-	-	-
-	-	-
44	-	44
70	-	70
70	53	123
25	-	25
74	24	97
70	-	70
26	-	26
<b>1.583</b>	<b>303</b>	<b>1.887</b>

# Annual General Meeting on 10 May 2022 will be held virtually again

- ▶ The decision to hold the AGM in a virtual format again acknowledges the continued necessity of protection against infection
- ▶ Shareholders will again have the opportunity to submit questions in advance
- ▶ The evaluation of additional opportunities for shareholders to participate virtually is ongoing
- ▶ The agenda will include a resolution on the approval of the compensation report and the cancellation of capital authorizations related to the stabilization measures repaid in 2021

# AGM 2022 to resolve upon capital authorizations

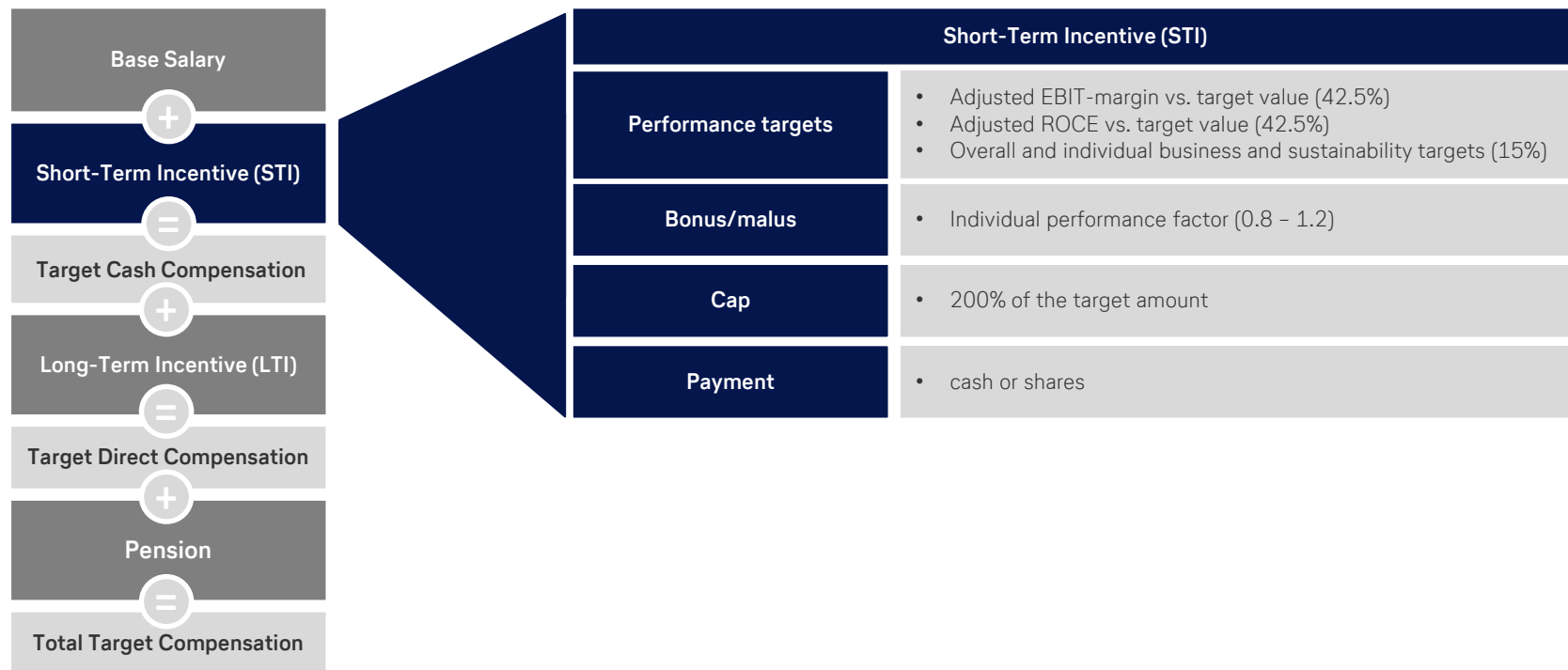
	Purpose	Contribution	Nominal amount	Exclusion of Subscription rights	Date of authorization	Expiry of authorization
Authorized Capital A	General purposes	In cash or in kind	EUR 450m ~14,7% of share capital	Contribution in cash: <b>max. 10% of share capital</b>  Sum of contribution in cash and in kind: <b>max. 10% of share capital</b>	May 7, 2019	May 6, 2024
Authorized Capital B	Share issuance to employees	In cash	EUR 22m ~0,7% of share capital		May 7, 2019	May 6, 2024
Authorized Capital C	Recapitalisation	In cash or in kind	EUR 3.970m ~129,7% of share capital		May 4, 2021	May 3, 2026
Conditional Capital 2020/I	Issuance of Convertible Bond 2020	-	EUR 119m ~3,9% of share capital		May 5, 2020	Expired due to use of Convertible Bond 2020
Conditional Capital 2020/II	Granting of shares upon exercise of WSF conversion rights	-	EUR 102m ~3,3% of share capital		Extraordinary General Meeting June 25, 2020	To be cancelled
Conditional Capital 2020/III	Granting of shares upon exercise of WSF conversion rights	-	EUR 898m ~29,3% of share capital		Extraordinary General Meeting June 25, 2020	To be cancelled
Conditional Capital 2021	Issuance of convertible bonds or similar	-	EUR 153m ~5% of share capital		May 4, 2021	May 3, 2026



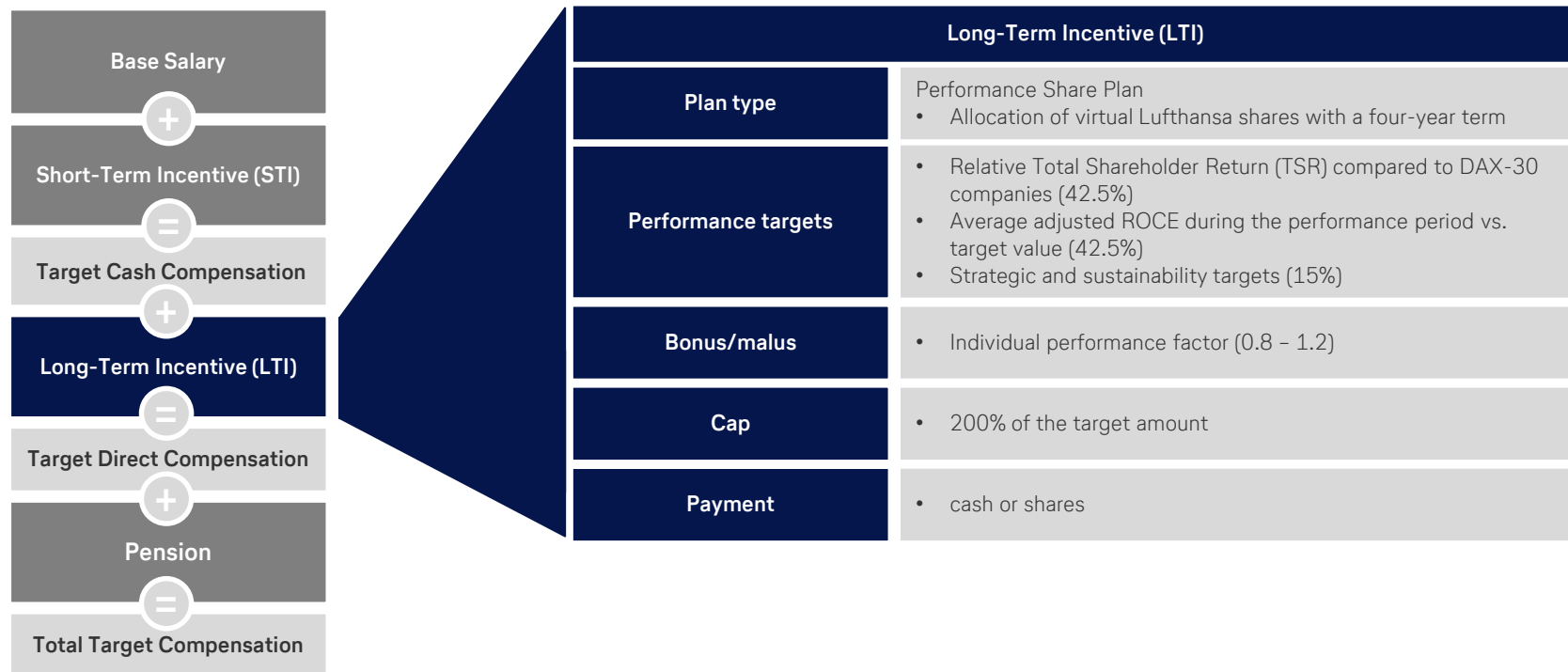
# Appendix



# Executive Board Remuneration System – Short-Term Incentive (STI)

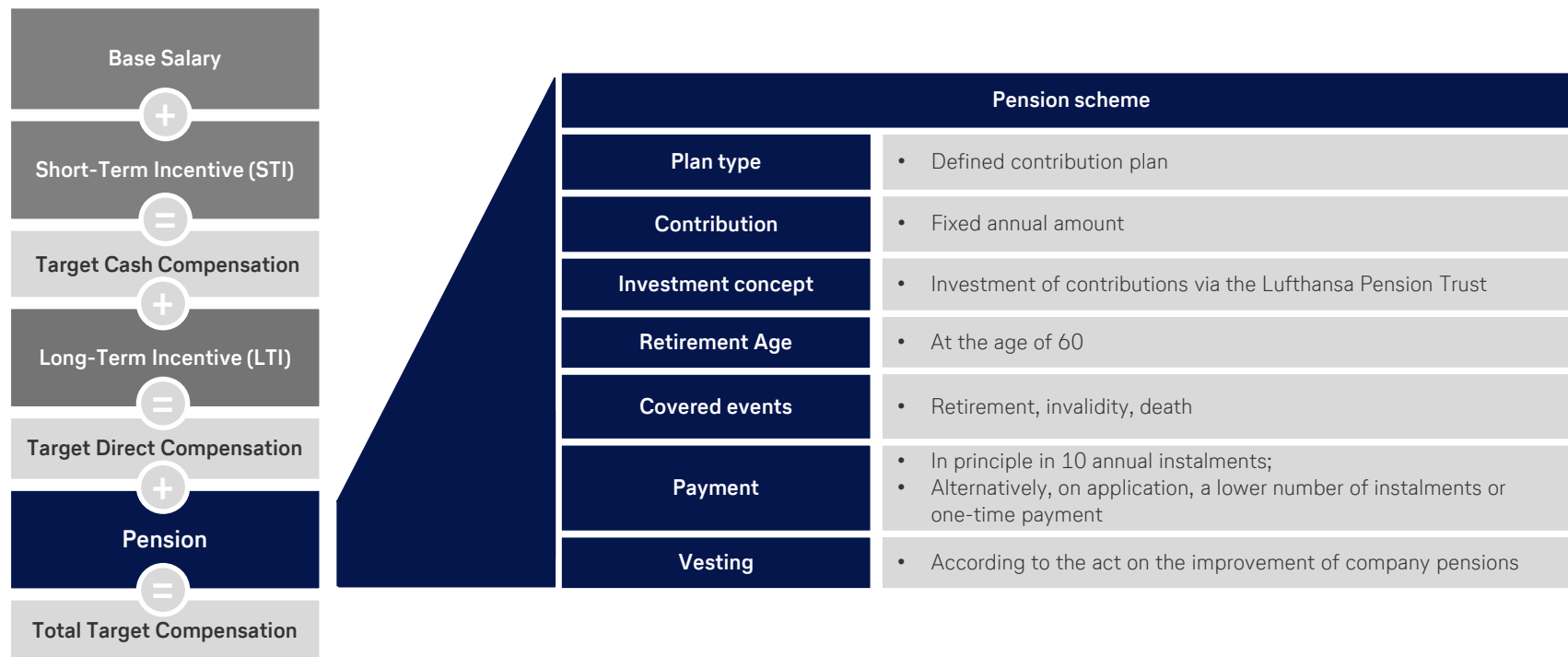


# Executive Board Remuneration System – Long-Term Incentive (LTI)





# Executive Board Remuneration System – Pension



# Executive Board Remuneration System – End-of-service benefits

## Termination by mutual consent

In accordance with the recommendation of the German Corporate Governance Code (Code), no more than the value of the entitlements for the remainder of the contract and maximum two years' compensation (maximum severance payment).

## Early termination at request of Executive Board member without good reason or good cause for termination by the company

No entitlement to severance payment or other payments related to variable remuneration.

## Change of Control

- Contracts concluded before 1 January 2020: 150% of the maximum severance payment
- New-appointments and re-appointments since 1 January 2020: maximum severance payment

## Non-competition clause

- One-year non competition clause
- Compensation payment: half of the annual base salary
- Waiver of non-competition by company possible

# Executive Board Remuneration System – Other contractual terms

## Fringe benefits

- Company car incl. driver
- Industry standard flight allowances for private air travel
- Insurance premiums

## Share Ownership Guidelines

- Obligation to invest in Lufthansa shares over a period of 4 years
  - CEO: 200% of base salary
  - Ordinary Board member: 100 % of base salary
- Retention obligation for the time of the Executive Board membership; gradual reduction of the share portfolio by 25% p.a. after leaving the Executive Board

## Compliance & Performance Clawback

Possibility for the Supervisory Board to withhold STI and LTI or to reclaim remuneration already paid

## Maximum remuneration

- Reduction of variable remuneration if the maximum limit for the respective financial year is exceeded:
- CEO: EUR 9.5 million
  - Ordinary Board member: EUR 5.0 million

# Auditor and auditors' fees

## Auditor for FY 2021

Ernst & Young (since 2020)

## Lead auditors

Siegfried Keller (since 2020)

Dr. Sven Hayn (since 2020)

## Auditors' fees

The auditing services mainly consist of fees for auditing the consolidated financial statements, the review of the half-yearly financial statements and the audit of the financial statements of Deutsche Lufthansa AG and its consolidated subsidiaries.

### 48 Auditors' fees

The fees paid to the auditors in the financial year and charged to expenses in accordance with Section 314 Paragraph 1 No. 9 HGB are made up as follows:

#### T176 AUDITORS' FEES

in €m	2020	2019
Annual audit	3.2	4.4
Other assurance services	0.2	1.0
Tax advisory services	0.1	0.9
Other services	1.6	1.9
<b>Total</b>	<b>5.1</b>	<b>8.2</b>

#### T177 ADDITIONAL AUDITORS' FEES

in €m	2020	2019
Annual audit	2.3	3.8
Other assurance services	–	0.1
Tax advisory services	0.5	0.3
Other services	0.1	0.2
<b>Total</b>	<b>2.9</b>	<b>4.4</b>