

VI. Information about Agenda Item 9: Compensation of the Supervisory Board members and amendment of Article 14 No. 2 of the Statutes on the compensation of members of the Audit Committee of the Supervisory Board

The provisions on the compensation of the Supervisory Board in accordance with Article 14 of the Statutes in the version dated July 2023 are as follows:

1. Each member of the Supervisory Board shall receive annually a fixed compensation of €200,000.

The chair of the Supervisory Board receives two-and-a-half times and a deputy chair one-and-a-half times the compensation of an ordinary member.

2. Members of the Supervisory Board who are members of a committee – with the exception of the Nomination Committee – shall receive further compensation for this purpose in the amount of €12,500. For members of the Audit Committee, the further compensation shall be €50,000. The chair of a committee shall receive twice and a vice chair one-and-a-half times the further compensation.

3. Each member of the Supervisory Board is obligated to use 25 percent of the compensation paid in accordance with No. 1 for the acquisition of company shares and to hold these shares for the duration of his/her membership on the Supervisory Board. This obligation does not apply to the portion of the compensation that the Supervisory Board member pays to a third party pro rata for the fixed compensation received in accordance with No. 1 due to an obligation entered into before his/her appointment to the Supervisory Board. The obligation to purchase and hold shares in this case applies to 25 percent of the portion of the compensation remaining after the payment has been made. The company shall withhold the abovementioned portion of the compensation and arrange for the acquisition of the shares on behalf of the members of the Supervisory Board on the first day of stock market trading after the day of the Annual Shareholders' Meeting to which the consolidated financial statements for the fiscal year for which the compensation is paid are submitted or which decides on the approval thereof. The acquired shares shall be deposited into a custody account in the name of the Supervisory Board member. The portion of the compensation which is mathematically insufficient to acquire whole shares shall be paid out to the Supervisory Board member. Evidence of compliance with the holding obligation must be provided to the company. The purchase obligation specified in sentence 1 does not apply to the compensation that has not yet been paid at the time of departure from the Supervisory Board.

4. The entitlement to the component of the compensation specified in No. 3 sentence 1 shall retroactively cease to apply if the Supervisory Board member partially or fully divests or pledges the acquired shares prior to leaving the Supervisory Board.

5. The company shall reimburse members of the Supervisory Board for out-of-pocket expenses relating to their activities as members of the Supervisory Board or of a Committee as well as any value added tax payable on the compensation or the reimbursement of expenses. The company can provide all members or individual members of the Supervisory Board with material

resources or services in kind to carry out their Supervisory Board responsibilities, such as the use of transportation, necessary security measures, or the setup of a Supervisory Board office to support the Supervisory Board activities. Moreover, the company can also provide these material resources and services in kind to the chair of the Supervisory Board to carry out representational duties and activities in connection with this role. The company shall include the performance of the duties of the members of the Supervisory Board in the coverage of a directors' and officers' loss liability insurance concluded by it. The associated premiums shall be paid by the company.

6. Supervisory Board members or members of a committee, who served on the Supervisory Board or the committee for only part of a fiscal year, shall receive one twelfth of the compensation for each month or part of a month of service.
7. The compensation pursuant to Nos. 1 and 2, provided it is not withheld for the purpose of acquiring shares in accordance with No. 3, shall become due after the conclusion of the fiscal year for which the compensation is paid.

The compensation of the Supervisory Board can be summarized as follows:

- The fixed annual compensation for members of the Supervisory Board is €200,000. The chair receives €500,000; the vice chairs receive €300,000. This reflects the prominent role of the chair of the Supervisory Board, who serves as the primary point of contact for the chair of the Board of Executive Directors. The chair is the main coordinator of the Supervisory Board's activities and is supported by the vice chairs.
- Committees are an essential pillar for the Supervisory Board to work effectively. At the same time, being on a committee entails a higher time commitment. Therefore, members of a committee – with the exception of the Nomination Committee – receive additional compensation of €12,500 annually. Members of the Audit Committee will receive – provided the Annual Shareholders' Meeting approves Agenda Item 9 – €75,000 in the future. The chair of the Audit Committee receives €150,000 and the vice chair receives €112,500. The higher compensation for members of the Audit Committee results from their central role and the associated high level of responsibility as well as the additional time commitments.
- All members of the Supervisory Board must use 25% of their fixed compensation to acquire shares in BASF SE and hold the shares until they depart the Supervisory Board. If, contrary to this obligation, members of the Supervisory Board sell or pledge their shares, they will retroactively lose their entitlement to this component of the compensation.
- Moreover, BASF SE reimburses members of the Supervisory Board for expenses that arise in connection with their activity and, if applicable, value-added tax payable on their earnings.

- The fixed compensation and additional compensation are granted to members of the Supervisory Board during their term and are due and paid out at the end of the business year. There are no provisions on delayed compensation after the end of the term.

The Board of Executive Directors and Supervisory Board consider the non-performance-related compensation of the Supervisory Board as laid down in the Statutes to be appropriate. The system has proven itself and should therefore be maintained. The compensation system is in line with the suggestion contained in the German Corporate Governance Code and common practice at similar DAX companies. The compensation should be sufficiently attractive to recruit and retain especially qualified candidates for the Supervisory Board.

Particularly in tense business situations, when variable compensation components generally decrease, there is a need for intense monitoring and advising of the Board of Executive Directors, which often necessitates a heavier workload and an increased liability risk for members of the Supervisory Board. In such cases, a potential decrease in the compensation as a result of variable compensation components can lead to misguided incentives. Having fixed compensation and eschewing variable compensation components also encourage the independence of members of the Supervisory Board. Therefore, it appears the fixed compensation of the Supervisory Board is appropriate to serve the long-term business development of BASF SE.