

**Basler Aktiengesellschaft**

**Resolution of the Annual General Meeting of May 23, 2025, on the remuneration of the members of the Supervisory Board and the remuneration system for the members of the Supervisory Board (agenda items 9.2 and 9.3)**

**I. Resolution of the Annual General Meeting of May 23, 2025, on the remuneration of Supervisory Board members (agenda item 9.2)**

The members of the Supervisory Board are granted remuneration for their activities as follows:

1. Each member of the Supervisory Board shall receive a fixed remuneration of €17,000.00 for each financial year; the Chairman of the Supervisory Board shall receive an annual fixed remuneration of €51,000.00, and the Deputy Chairman of the Supervisory Board shall receive €25,235.00.  
€25,235.00. Members of the Supervisory Board receive additional remuneration for their work on Supervisory Board committees:
  - a. The additional remuneration for the Chairman of the Audit Committee is €20,400.00 and for each other member of the Audit Committee €6,800.00.
  - b. The additional remuneration for the Chairman of the Nomination Committee amounts to € , and \$2,550.00 for each other member of the Nominating Committee.
  - c. The additional remuneration for the chair of another committee is €7,650.00 and for each other member of such committee €2,550.00.

If a member of the Supervisory Board is a member or chair of several committees at the same time, they shall receive additional remuneration for each committee activity. Supervisory Board members who have not been members of the Supervisory Board or a committee for a full financial year or who have not held the position of (deputy) chair for a full financial year shall receive pro rata remuneration for each calendar month or part thereof in which they have performed the relevant activity; in the case of committee activities, this presupposes that the committee has met during the relevant period.

Each member of the Supervisory Board receives a meeting fee of €1,030.00 per meeting for attending a meeting of the Supervisory Board or a committee (each lasting at least two hours), regardless of whether they attend in person, by telephone, or by other means, but not for merely participating in the decision-making process.

2. The company may take out financial loss liability insurance at its own expense for the members of the supervisory board in an appropriate amount.
3. The company shall reimburse the members of the supervisory board for their expenses. Value added tax shall be reimbursed by the company insofar as the members of the supervisory board are entitled to invoice the company separately for value added tax and exercise this right.
4. Remuneration is payable pro rata at the end of each quarter.
5. The aforementioned authorization shall remain valid until the Annual General Meeting decides otherwise. For the 2025 financial year, it shall apply pro rata temporis only to the extent and to the extent that the members of the

Supervisory Board have not already acquired remuneration claims in accordance with Section 12 of the Articles of Association in their previous version

**II. Resolution of the General Meeting on May 23, 2025 on the remuneration system for Supervisory Board members (agenda item 9.3)**

**1. Contribution of remuneration to the promotion of the business strategy and long-term development in accordance with Section 113 (3) sentence 3 in conjunction with Section 87a (1) sentence 2 no. 2 AktG**

Overall, the system complies with the requirements of the German Corporate Governance Code in the version dated April 28, 2022.

The remuneration of the Supervisory Board, which is in line with market conditions, makes it possible to attract suitable candidates for the position of Supervisory Board member. The remuneration of the Supervisory Board thus contributes to the Supervisory Board as a whole being able to perform its duties of monitoring and advising the Executive Board in an appropriate and competent manner, thereby promoting the business strategy and long-term development of Basler Aktiengesellschaft.

The Supervisory Board is primarily responsible for advising and supervising the Management Board, which is why, in accordance with the suggestion in G.18 sentence 1 of the German Corporate Governance Code, only fixed remuneration components plus reimbursement of expenses are provided for, i.e. 100%, but no performance-related remuneration elements.

Fixed remuneration strengthens the independence of the members of the Supervisory Board in performing their supervisory duties and thus makes an indirect contribution to the long-term development of the company (cf. Section 113 (3) sentence 3 in conjunction with Section 87a (1) sentence 2 no. 2 AktG).

The remuneration system also incentivizes Supervisory Board members to proactively promote the business strategy (cf. Section 113 (3) sentence 3 in conjunction with Section 87a (1) sentence 2 no. 2 AktG) by taking appropriate account of the greater time commitment of the Chairman, who is particularly closely involved in the discussion of strategic issues (cf. Recommendation D.5 of the German Corporate Governance Code), and the deputy chair of the supervisory board, as well as the chair and members of committees, is taken into account appropriately.

**2. Remuneration components pursuant to Section 113 (3) sentence 3 in conjunction with Section 87a (1) sentence 2 no. 3 AktG**

The members of the Supervisory Board are paid remuneration for their activities until the Annual General Meeting passes a resolution to the contrary. The two fixed remuneration components, the basic remuneration and the additional remuneration for committee work, are summarized as follows (all amounts in euros):

Remuneration component	Chairman of the Supervisory Board	Deputy Chairman	Ordinary member of the Supervisory Board
Basic remuneration	51,000	25,235	17,000.00

Attendance fee per Supervisory Board meeting (≥ 2 hours)	1,030.00	1,030.00	1,030.00
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Remuneration component	Chairman of the Audit Committee	Ordinary member of the Audit Committee	Chairman of other committees (including Nomination Committee)	Ordinary member of other committees (including Nomination Committee)
Committee activity	20,400.00	6,800.00	7,650.00	2,550.00
Attendance fee per committee meeting (≥ 2 hours)	1,030.00	1,030.00	1,030.00	1,030.00

In addition, Supervisory Board members are reimbursed for their expenses.

Members of the Supervisory Board are also reimbursed for sales tax, provided that they are entitled to invoice this separately and exercise this right.

As the remuneration system does not include any performance-related remuneration components, there is no need to disclose the relative proportion of fixed and performance-related remuneration components within the meaning of Section 113 (3) sentence 3 in conjunction with Section 87a (1) sentence 2 no. 3 AktG.

**3. No performance-related remuneration**

The remuneration system does not include any performance-related remuneration components. Therefore, disclosures pursuant to Section 113 (3) sentence 3 in conjunction with Section 87a (1) sentence 2 nos. 4, 6, 7 AktG are not required.

**4. Deferral periods pursuant to Section 113 (3) sentence 3 in conjunction with Section 87a (1) sentence 2 no. 5 AktG**

Deferral periods are not provided for in the remuneration system due to the absence of performance-related remuneration components.

**5. Determination, implementation, and review of the remuneration system in accordance with Section 113 (3) sentence 3 in conjunction with Section 87a (1) sentence 2 no. 10 of the German Stock Corporation Act (AktG)**

The remuneration system and the specific remuneration of the members of the Supervisory Board are approved and authorized by resolution of the Annual General Meeting. The resolution is passed by a simple majority and remains in effect as a policy decision until a new resolution is passed; it therefore does not have to be passed again each year. In

prepare for the resolution of the Annual General Meeting, the Executive Board and the Supervisory Board each review whether the Supervisory Board remuneration, in particular its amount and structure, is still in the interests of Basler Aktiengesellschaft and appropriate. If necessary, the Executive Board and the Supervisory Board propose a suitable adjustment to the Annual General Meeting.

In addition, the Annual General Meeting shall pass a resolution on the remuneration of the members of the Supervisory Board at least every four years in accordance with Section 113 (3) of the German Stock Corporation Act (AktG). A confirmatory resolution is permissible and requires a simple majority of votes.