

REMUNERATION SYSTEM FOR THE SUPERVISORY BOARD MEMBERS.

The currently applicable regulation for the remuneration of members of the Supervisory Board of Bayerische Motoren Werke Aktiengesellschaft (BMW AG) is laid down in § 16 of the Articles of Incorporation. It has been in force since 1 January 2020 and was adopted by the Annual General Meeting on 14 May 2020 with a majority of 98.84%. The remuneration system for the Supervisory Board was last confirmed by the Annual General Meeting on 12 May 2021 with a majority of 99.4%.

In the opinion of the Board of Management and the Supervisory Board, the existing remuneration system for the members of the Supervisory Board continues to be appropriate. Therefore, it will be presented to the Annual General Meeting for confirmation in unaltered form.

The remuneration system for members of the Supervisory Board is explained below under Section 1 and the remuneration set out in the Articles of Incorporation of BMW AG is shown under Section 2.

1. Remuneration System for members of the Supervisory Board and procedures.

The task of the Supervisory Board is to advise and supervise the Board of Management. The remuneration of the members of the Supervisory Board is to be commensurate with their tasks and the economic situation of the Company.

The remuneration of the members of the Supervisory Board is structured as a purely fixed remuneration plus an attendance fee and complies with suggestion G.18 of the German Corporate Governance Code. The pure fixed remuneration strengthens the independence of the Supervisory Board in advising and monitoring the Board of Management. The structure and amount of the fixed remuneration ensure that highly qualified persons can continue to be proposed to the Annual General Meeting as members of the Supervisory Board. This strengthens the latter's advisory and supervisory function, thereby contributing to the sustainable implementation of the business strategy and the long-term development of the Company.

A member of the Supervisory Board without a remuneration-related additional function receives a fixed annual remuneration of € 200,000 plus an attendance fee, which is paid out in cash after the end of the financial year.

In accordance with Recommendation G.17 of the German Corporate Governance Code, the functions of the Chair and Deputy Chair of the Supervisory Board as well as the functions of the Chair and Deputy Chair of Supervisory Board committees are additionally remunerated due to the

increased preparation and work effort involved. Due to the special demands on members and especially on the chairperson of the Audit Committee, a higher level of remuneration is provided for work on this committee than for work on other committees.

Function ¹	Factor	Amount in € p.a. ³
Member of the Supervisory Board	1.00	200,000
Chair of the Supervisory Board	3.00	600,000
Deputy Chair of the Supervisory Board	2.00	400,000
Chair of the Audit Committee ²	2.25	450,000
Chair of another committee ²	2.00	400,000
Member of the Audit Committee ²	2.00	400,000
Member of another committee ²	1.50	300,000

¹ If a member of the Supervisory Board exercises several functions, his or her remuneration shall be determined exclusively according to the function with the highest remuneration.

² Providing the committee has met on at least three days during the financial year.

³ Plus attendance fee amounting to €2,000 per plenary session.

In addition, each member of the Supervisory Board receives an attendance fee of € 2,000 per meeting payable after the end of the financial year for each meeting of the Supervisory Board (plenary) in which they participated. Multiple sessions on the same day are not remunerated separately. Furthermore, the Company reimburses each member of the Supervisory Board for any reasonable expenses and may include the members of the Supervisory Board in a pecuniary loss liability insurance policy. The remuneration of a member of the Supervisory Board who has only been a member of the Supervisory Board for part of the financial year or who has exercised an additional function requiring remuneration is reduced pro rata temporis.

Unless otherwise determined at the time of election, the members of the Supervisory Board are appointed until the end of the General Meeting of Shareholders which resolves on the discharge for the fourth financial year after the beginning of the period of office. The financial year in which the period of office begins is not counted. Members of the Supervisory Board may be dismissed in compliance with statutory provisions. They may resign from office without good cause before the end of the period of office. No remuneration is paid for the period after leaving the Supervisory Board.

Annexe to agenda item 9: Confirmation of the remuneration of the Supervisory Board members.

The regulations on the remuneration of members of the Supervisory Board apply without distinction to shareholder and employee representatives. As a supervisory and advisory task, Supervisory Board activity is structurally distinct and can hardly be compared to the activity of the Company's employees. For this reason, there is no systematic consideration of the remuneration and employment conditions of the Company's employees.

The Supervisory Board reviews, if necessary, after preparation by the Presiding Board of the Supervisory Board, at least every four years whether the remuneration of the members of the Supervisory Board is commensurate with the situation of the Company and the duties of the members of the Supervisory Board. For this review, the Supervisory Board conducts a horizontal market comparison with other DAX companies. It may also consult an independent external remuneration expert.

The members of the Supervisory Board are involved in structuring the proposals for their remuneration. Proposals for resolutions to the General Meeting of Shareholders are submitted jointly by the Board of Management and the Supervisory Board. A conflict of interest is excluded by the fact that the General Meeting of Shareholders alone decides on the remuneration of the Supervisory Board. At the latest every four years, the Board of Management and the Supervisory Board submit the remuneration of the Supervisory Board to the General Meeting of Shareholders for resolution. The existing remuneration can also be confirmed in the process.

2. Determination of the remuneration of the members of the Supervisory Board in § 16 of the Articles of Incorporation.

§ 16 Remuneration of the Supervisory Board

(1) Each member of the Supervisory Board shall receive a fixed remuneration of € 200,000 for the financial year (remuneration year), payable after the end of the financial year.

(2) ¹The Chairman of the Supervisory Board shall receive three times and each Deputy Chairman twice the amount resulting from (1). ²Provided the relevant committee convened for meetings on at least three days during the financial year, each chairman of the Supervisory Board's committees shall receive twice the amount resulting from (1), the Chairman of the Audit Committee two and a quarter times, and the members of those committees shall receive one and a half times the amount resulting from (1), and each member of the Audit Committee shall receive twice the amount resulting from (1). ³If a member of the Supervisory Board exercises more than one function that is subject to remuneration pursuant to sentence 1 or 2, the remuneration shall be measured only on the basis of the function which is remunerated with the highest amount.

(3) In the event that a member of the Supervisory Board has only belonged to the Supervisory Board for a part of the financial year or has exercised more than one function that is subject to remuneration pursuant to (2) sentence 1 or 2, the amount of remuneration payable to that member pursuant to (1) and (2) shall be reduced pro rata temporis.

(4) ¹In addition, each member of the Supervisory Board shall receive an attendance fee of € 2,000 for each full meeting of the Supervisory Board which the member has attended. ²These fees are payable at the end of the financial year. ³Attendance at more than one meeting on the same day shall not be remunerated separately.

(5) ¹The Corporation shall reimburse each member of the Supervisory Board for reasonable expenses. ²The Corporation may include the members of the Supervisory Board in the insurance coverage provided by an insurance against economic loss and errors and omissions maintained at the Corporation's cost.

(6) This regulation shall apply for the first time for the financial year commencing on 1 January 2020 (remuneration year).