

Management and Supervisory Boards

ESRS 2 GOV-1

Board of Executive Directors

There were six members on the Board of Executive Directors as of December 31, 2024. Dr. Markus Kamieth succeeded Dr. Martin Bruder Müller as Chairman of the Board of Executive Directors on conclusion of the Annual Shareholders' Meeting on April 25, 2024. Dr. Katja Scharpwinkel succeeded Dr. Melanie Maas-Brunner as a member of the Board of Executive Directors, effective as of February 1, 2024. Anup Kothari was appointed as an additional member of the Board of Executive Directors, effective as of March 1, 2024.

	Responsibilities (2024 business year)	First appointed	Term expires	Supervisory board mandates within the meaning of section 100(2) of the German Stock Corporation Act (AktG)	Comparable German and non- German supervisory bodies
Dr. Markus Kamieth Chairman of the Board of Executive Directors (since April 25, 2024) Degree: Chemistry 54 years old 26 years at BASF	Until February 29, 2024: Catalysts; Coatings; Dispersions & Resins; Performance Chemicals; Greater China; South & East Asia, ASEAN & Australia/New Zealand; Mega Projects Asia Since April 25, 2024: Corporate Development; Corporate Legal, Compliance & Insurance; Corporate Human Resources; Corporate Communications & Government Relations; Corporate Investor Relations; Senior Project Net Zero Accelerator	2017	2029	–	–
Dr. Dirk Elvermann Degree: Law 53 years old 22 years at BASF	Corporate Finance; Corporate Audit; Corporate Taxes & Duties; Global Business Services; Global Digital Services; Global Procurement; BASF Venture Capital	2023	2026	Wintershall Dea GmbH, until September 23, 2024; Wintershall Dea AG (member of the Supervisory Board; until October 28, 2024) ^a	Harbour Energy plc ^b (nonexecutive director; since September 3, 2024)
Michael Heinz Degree: MBA 61 years old 41 years at BASF	Agricultural Solutions; Nutrition & Health; Care Chemicals; North America; South America	2011	2026	Wintershall Dea GmbH, until September 23, 2024; Wintershall Dea AG (member of the Supervisory Board; until October 28, 2024) ^a	–
Anup Kothari (since March 1, 2024) Degrees: Chemical engineering, MBA 57 years old 26 years at BASF	Catalysts; Coatings; Dispersions & Resins; Performance Chemicals	2024	2027	–	–

	Responsibilities (2024 business year)	First appointed	Term expires	Supervisory board mandates within the meaning of section 100(2) of the German Stock Corporation Act (AktG)	Comparable German and non- German supervisory bodies
Dr. Stephan Kothrade Degree: Chemistry 58 years old 30 years at BASF	Monomers; Performance Materials; Petrochemicals; Intermediates; Europe (until January 31, 2024); Group Research; since March 1, 2024: Greater China; South & East Asia, ASEAN & Australia/New Zealand; Mega Projects Asia	2023	2026	–	–
Dr. Katja Scharpwinkel (since February 1, 2024) Degree: Chemistry 55 years old 14 years at BASF	European Site & Verbund Management; Global Engineering Services; Corporate Environmental Protection, Health, Safety & Quality; Europe	2024	2027	BASF Coatings GmbH (member of the Supervisory Board until April 29, 2024) ^a , Wintershall Dea GmbH, until September 23, 2024; Wintershall Dea AG (member of the Supervisory Board; until October 28, 2024) ^a	BASF Antwerpen N.V. (Chairwoman of the Supervisory Board; since February 1, 2024)
Dr. Martin Brudermüller Chairman of the Board of Executive Directors (until April 25, 2024) Degree: Chemistry 63 years old 36 years at BASF	Corporate Development; Corporate Legal, Compliance & Insurance; Corporate Human Resources; Corporate Communications & Government Relations; Corporate Investor Relations; Senior Project Net Zero Accelerator	2006	2024	Mercedes-Benz Group AG ^b (member of the Supervisory Board until May 7, 2024; Chairman of the Supervisory Board since May 8, 2024); Mercedes-Benz AG (Mercedes-Benz Group AG group company; member of the Supervisory Board)	Accenture plc ^b (member of the Board of Directors and the Audit Committee; since January 31, 2024)
Dr. Melanie Maas-Brunner (until January 31, 2024) Degree: Chemistry 56 years old 27 years at BASF	European Site & Verbund Management; Global Engineering Services; Corporate Environmental Protection, Health, Safety & Quality	2021	2024	–	BASF Antwerpen N.V. (Chairwoman of the Supervisory Board; until January 31, 2024)

^a Internal membership within the meaning of section 100(2) sentence 2 of the German Stock Corporation Act (AktG)

^b Publicly listed

Supervisory Board

In accordance with the Statutes, the Supervisory Board of BASF SE comprises 12 members. The term of office of the Supervisory Board commenced following the Annual Shareholders' Meeting on April 25, 2024, in which the shareholder representatives on the Supervisory Board were elected. In accordance with the applicable article of the Statutes as of the date of election, it terminates upon conclusion of the Annual Shareholders' Meeting that resolves on the discharge of members of the Supervisory Board for the third complete business year after the term of office commenced; this is the Annual Shareholders' Meeting on April 28, 2028. At its meeting on November 30, 2023, the BASF Europa Betriebsrat (BASF Works Council Europe) unanimously reelected the six employee representatives on the Supervisory Board for the term of office beginning at the end of the Annual Shareholders' Meeting on April 25, 2024. The Supervisory Board comprises the following members (as of March 17, 2025):

	Member of the Supervisory Board since	Memberships of statutory supervisory boards in Germany	Memberships of comparable domestic and foreign supervisory bodies of commercial enterprises
Dr. Kurt Bock, Heidelberg, Germany^{a, b} Chairman of the Supervisory Board of BASF SE Former Chairman of the Board of Executive Directors of BASF SE (until May 2018)	June 18, 2020	Bayerische Motoren Werke Aktiengesellschaft ^d (Vice Chairman, Chairman of the Audit Committee, member of the Personnel and Nomination Committees)	–
Prof. Dr. Stefan Asenkerschbaumer, Stuttgart, Germany^{a, b} Vice Chairman of the Supervisory Board of BASF SE Managing partner, Robert Bosch Industrietreuhand KG (RBIK) Chairman of the Supervisory Board of Robert Bosch GmbH	April 29, 2022	Robert Bosch GmbH ^e (Chairman)	Stadler Rail AG ^d (independent, nonexecutive member of the Board of Directors)
Sinischa Horvat, Limburgerhof, Germany^{a, c} Vice Chairman of the Supervisory Board of BASF SE Chairman of the Works Council of BASF SE, Ludwigshafen site, of the BASF Group Works Council, and of the BASF Works Council Europe	May 12, 2017	–	–
Prof. Dr. Thomas Carell, Munich, Germany^{a, b} Professor of Organic Chemistry at Ludwig-Maximilians-University Munich	May 3, 2019	–	–
Liming Chen, Beijing, China^{a, b} Nonexecutive independent Board member of ACWA Power Company SJSC	October 8, 2020	–	ACWA Power Company SJSC ^d (nonexecutive independent Board member since January 5, 2025)
Tatjana Diether, Limburgerhof, Germany^{a, c} Deputy Chairwoman of the Works Council of BASF SE, Ludwigshafen site, and member of the BASF Group Works Council and of the BASF Works Council Europe	May 4, 2018	–	–
Alessandra Genco, Rome, Italy^{a, b} Chief Financial Officer of Leonardo SpA	April 29, 2022	–	Eltronica SpA ^e (controlled interest of Leonardo SpA)
André Matta, Großkarlbach, Germany^{a, c} Member of the Works Council of BASF SE, Ludwigshafen site, of the BASF Group Works Council and of the BASF Works Council Europe	April 29, 2022	–	–

	Member of the Supervisory Board since	Memberships of statutory supervisory boards in Germany	Memberships of comparable domestic and foreign supervisory bodies of commercial enterprises
Natalie Mühlendorf, Düsseldorf, Germany^{a, c} Board secretary of the Board Division 1 Politics/Transformation, IGBCE	April 29, 2022	3M Deutschland GmbH ^e (member); Solventum Germany GmbH ^e (member since November 8, 2024)	–
Michael Vassiliadis, Hannover, Germany^c Chairman of the IGBCE	August 1, 2004	Steag GmbH ^e (member); RAG Aktiengesellschaft ^e (Vice Chairman); Henkel AG & Co. KGaA ^d (member); Vivawest GmbH ^e (member)	–
Tamara Weinert, Fairhope, Alabama^{a, b} President and Chief Executive Officer of the Business Area Americas and member of the Leadership Team of Outokumpu Corporation	April 25, 2024	–	–
Peter Zaman, Antwerp, Belgium^{a, c} Secretary of the Works Council of BASF Antwerpen N.V.	April 29, 2022	–	–
Members of the Supervisory Board who stepped down from the Supervisory Board on April 25, 2024: Dame Alison Carnwath DBE, Exeter, England^{a, b} Senior Advisor, Evercore Partners	May 2, 2014	–	Zurich Insurance Group AG ^d (independent, nonexecutive member of the Board of Directors until April 11, 2024); Zürich Versicherungs-Gesellschaft AG (Zurich Insurance Group AG group company) ^e (independent, nonexecutive member of the Board of Directors until April 11, 2024); PACCAR Inc. ^d (independent member of the Board of Directors); Coller Capital Ltd. ^e (nonexecutive member of the Board of Directors); Asda Group Limited ^e (nonexecutive member of the Board of Directors and Chairwoman of the Audit Committee); EG Group Holdings Limited ^e (nonexecutive member of the Board of Directors and Chairwoman of the Audit Committee)

^a Classified by the Supervisory Board as an "independent" member of the Supervisory Board (see page 122 for the criteria used to determine independence)

^b Shareholder representative

^c Employee representative

^d Publicly listed

^e Not publicly listed