

## Fixed remuneration

- Base salary
- Benefits in kind
- Pension allowance

## Short-term variable remuneration

- **Plan type:** Target bonus model
- **Performance criteria:**
  - 60% organic operating EBITA
  - 20% working capital turnover
  - 20% earnings per share
  - Individual performance multiplier (0.8-1.2)
- **Cap:** max. 200% of the target amount

## Long-term variable remuneration

- **Plan type:** Virtual performance share plan
- **Performance period:** Four years
- **Performance criteria:**
  - 70% percentile ranking of the total shareholder return (TSR) of the Brenntag share vs. peer group of global competitors
  - 30% ROCE
  - ESG multiplier (0.8-1.2)
- **Cap:** max. 250% of the target amount

## Other remuneration components and contractual provisions

- **Malus & Clawback:** The Supervisory Board is contractually entitled
  - to retain variable remuneration (malus)
  - to reclaim variable remuneration (clawback)
- **Share Ownership Guideline** in the amount of the annual base salary:
  - Chair of the Board of Management: 200%
  - Other members of the Board of Management: 100%
- **Maximum remuneration** pursuant to the German Stock Corporation Act
  - Chair of the Board of Management: EUR 7,500,000
  - Other members of the Board of Management: EUR 5,000,000