

Annex to agenda item 6 – Remuneration system for the members of the Supervisory Board

I. Contribution of remuneration to promotion of business strategy and long-term development of KSB SE & Co. KGaA

The Supervisory Board remuneration takes into account, both in terms of structure and amount, the requirements of the office of a member of the Supervisory Board of KSB SE & Co. KGaA, in particular the time involved as well as the responsibility associated with it. The amount of the remuneration – also in comparison to the remuneration of the members of the Supervisory Boards of comparable listed companies in Germany – is commensurate with the tasks of the members of the Supervisory Board and the situation of KSB SE & Co. KGaA. The remuneration makes it possible to recruit suitable and qualified candidates for the office of Supervisory Board member. As such, the Supervisory Board remuneration contributes to the Supervisory Board as a whole being able to properly and competently perform its duties of monitoring and advising the General Partner. Together with the General Partner, the Supervisory Board thereby promotes the business strategy as well as the long-term development of KSB SE & Co. KGaA.

II. Remuneration components

The fixed remuneration of the Supervisory Board members is EUR 72,000 for the Chair of the Supervisory Board, EUR 54,000 for the Deputy Chair of the Supervisory Board and EUR 36,000 for every other member of the Supervisory Board. Members of the Supervisory Board who only served on the Supervisory Board for part of the financial year shall be remunerated on a pro-rata-temporis basis.

In addition, the members of the Supervisory Board shall receive an attendance fee of EUR 2,400 per meeting of the Supervisory Board and its committees they attend; the attendance fee for persons chairing committee meetings shall be EUR 4,800 for each committee meeting. Furthermore, the members of the Supervisory Board shall be covered by directors' and officers' (D&O) liability insurance maintained by the Company in favour of the members of the Supervisory Board if and to the extent that such insurance policy is in place. KSB SE & Co. KGaA will reimburse any VAT payable on the remuneration.

Additionally, the members of the Supervisory Board receive remuneration for activities which demand of them a particular time commitment within the scope of the tasks of the Supervisory Board which goes beyond the preparation and conduct of the meetings of the Supervisory Board and its committees. The time needed for preparation and conduct of the meetings of the Supervisory Board and its committees will be set at a flat rate of five hours per meeting for each participating member of the Supervisory Board, in the case of the respective Chairs of the meeting at ten hours per meeting, in the case of plenary sessions of the Supervisory Board at seven and a half hours per meeting for the Deputy Chair of the Supervisory Board.

For each additional working hour, the respective Supervisory Board member will receive EUR 300 against presentation of a corresponding timesheet. The maximum amount of the additional remuneration for all Supervisory Board members is EUR 900,000 per year in total. Should the additional remuneration for the total proven working hours per year of the members of the Supervisory Board arithmetically exceed the annual maximum amount, the claims of the individual Supervisory Board members will be reduced proportionately.

III. Procedures for establishing, implementing and reviewing the remuneration system

The Annual General Meeting determines the Supervisory Board remuneration in the Articles of Association and/or by resolution on the recommendation of the General Partner and the Supervisory Board. The Supervisory Board remuneration is currently laid down in section 14 of the Articles of Association of KSB SE & Co. KGaA and, in addition, by the resolution of the Annual General Meeting of 8 May 2024 on agenda item 6.2.

Pursuant to section 113(3) German Stock Corporation Act, the Annual General Meeting resolves on the Supervisory Board remuneration at least every four years. In this regard, a resolution that confirms the existing remuneration is also permissible. In preparation for the resolution of the Annual General Meeting, the General Partner and the Supervisory Board each review whether the Supervisory Board remuneration, in particular the amount of the remuneration and design of the remuneration system, continues to be in the interest of KSB SE & Co. KGaA and is appropriate. If necessary, the General Partner and the Supervisory Board propose to the Annual General Meeting that the remuneration be adjusted appropriately.