

Component	Parameters/ measurement base, applicable amounts
<b>Share-based remuneration programme with holding requirements</b>	<ul style="list-style-type: none"> <li>— Requirement for Board of Management members to invest an earmarked cash amount (personal cash investment amount), net of tax and deductions, in shares of BMW common stock</li> <li>— Requirement for Board of Management members to hold the acquired shares of BMW common stock for at least four years (share ownership)</li> <li>— Assessment period of five years in total (one year for determining the personal cash investment amount, four years holding requirement)</li> </ul>
a) Personal cash investment amount	<ul style="list-style-type: none"> <li>— Target amount p.a. (at 100 % target achievement): <ul style="list-style-type: none"> <li>— € 1.10 million (first period of office)</li> <li>— € 1.28 million (from second period of office or fourth year of mandate)</li> <li>— € 2.35 million (Chairman of the Board of Management)</li> </ul> </li> <li>— 50 % of target amount depends on RoCE achieved in the Automotive segment (RoCE component)</li> <li>— 50 % of the target amount depends on the achievement of predefined strategic focus targets (strategic focus target component)</li> <li>— Capped at 180 % of target amount</li> <li>— Payment after the Annual General Meeting at which the Company Financial Statements are presented for the relevant financial year</li> </ul>
aa) RoCE component (at 100 % target achievement corresponds to 50 % of target amount)	<ul style="list-style-type: none"> <li>— Target amount of RoCE component p.a. (50 % of target amount for personal cash investment amount): <ul style="list-style-type: none"> <li>— € 0.55 million (first period of office)</li> <li>— € 0.64 million (from second period of office or fourth year of mandate)</li> <li>— € 1.175 million (Chairman of the Board of Management)</li> </ul> </li> <li>— Formula: 50 % of target amount x RoCE factor</li> <li>— RoCE factor is derived from the RoCE achieved in the Automotive segment for the grant year</li> <li>— Minimum, target and maximum values for RoCE are defined before the start of the financial year</li> <li>— RoCE factor may not exceed 1.8</li> </ul>
bb) Strategic focus target component (at 100 % target achievement corresponds to 50 % of target amounts)	<ul style="list-style-type: none"> <li>— Strategic focus target component p.a. (50 % of target amount for personal cash investment amount): <ul style="list-style-type: none"> <li>— € 0.55 million (first period of office)</li> <li>— € 0.64 million (from second period of office or fourth year of mandate)</li> <li>— € 1.175 million (Chairman of the Board of Management)</li> </ul> </li> <li>— At least two strategic focus targets of a non-financial nature derived from strategic plan and business forecast</li> <li>— Weighting of the strategic focus targets is decided upon before the start of the financial year</li> <li>— Formula in the case of two strategic focus targets with equal weighting p.a.: 25 % of target amount for personal cash investment amount x factor for strategic focus target 1 + 25 % of target amount for personal cash investment amount x factor for strategic focus target 2</li> <li>— Minimum, target and maximum values for each focus target are defined before the start of the financial year</li> <li>— Factor for each strategic focus target may not exceed 1.8</li> </ul>
b) Share-based remuneration component (matching component)	Not applicable