

Update to the declaration by the Board of Management and Supervisory Board pursuant to section 161 of the German stock corporation act (AktG) on the recommendations of the “Government Commission on the German corporate governance code”

The Board of Management and Supervisory Board of Leifheit AG last issued a declaration pursuant to section 161 of the German stock corporation act (AktG) on compliance with the recommendations of the German corporate governance code (code) in December 2023 and updated it in April 2024. The Board of Management and Supervisory Board are hereby updating this declaration again and will ensure it is published on Leifheit AG’s website.

The recommendations of the code have been complied with so far, except for recommendations A.1 sentence 2, A.3, C.1 sentences 3 and 4, G.6, G.7, G.9, G.10 sentences 1 and 2, G.11 as well as G.12 of the code. One further exception from recommendation G.18 sentence 2 of the code has occurred, which is why an update of the declaration of conformity is necessary.

Now, therefore, the Board of Management and Supervisory Board of Leifheit AG make the following declaration pursuant to section 161 AktG:

**Performance-related remuneration for Supervisory Board members
(Recommendation G.18 sentence 2)**

If Supervisory Board members are promised performance-related remuneration, this should be oriented towards the long-term development of the company in accordance with recommendation G.18 sentence 2 of the code.

With the expiry of the LTI program at the end of 2022, this recommendation has not been complied with since the financial year 2023.

In accordance with art. 12 para. 5 of the articles of incorporation, Supervisory Board members receive performance-related remuneration based on the annual change in earnings per share (EPS) for the period. Board of Management and Supervisory Board believes that a one-year performance-related remuneration also reflects the responsibility of the Supervisory Board for the long-term development of the company.

Otherwise, the declaration of conformity from December 2023 and its update from April 2024 continue to apply.

Nassau/Lahn, May 2024