



Update of the Declaration of Conformity with the German Corporate Governance Code

The Management Board and Supervisory Board of Evotec SE last issued a declaration of compliance with the recommendations of the German Corporate Governance Code (currently in the version dated 28 April 2022; the "Code") in accordance with Art. 9 (1) lit. c) ii) SE Regulation in conjunction with Section 161 of the German Stock Corporation Act (AktG) in December 2023 and supplemented and updated this declaration in January 2024. This declaration is updated and hereby supplemented by a further point as follows

"In application of recommendation G.11 and in deviation from recommendation G.8, the Supervisory Board partially redefined the performance criteria for the Management Board members for the short-term variable remuneration components (Bonus) in May 2024. The Supervisory Board has thus taken into account the forecast for 2024 as published on 24 April 2024, which differs significantly from the forecast originally used in December 2023 for the performance criteria for the 2024 Bonus.

This gives the Supervisory Board the opportunity to adjust the incentivisation effect of the variable annual remuneration and an adequate performance measurement to the significantly changed factors, to align these in the interests of the company and thus to ensure an alignment of interests between investors and members of the Management Board that serves the long-term promotion of the company's well-being and the guarantee of sustainable and long-term corporate success."

Otherwise, the Declaration of Conformity from December 2023 remains unchanged with the update from January 2024.

In May 2024

Management Board

Supervisory Board