

# GERRY WEBER

## INTERNATIONAL AG

### Declaration of Conformity pursuant to section 161 of the German Stock Corporation Act (AktG)

#### Declaration by the Management Board and Supervisory Board of GERRY WEBER International AG regarding the recommendations of the of the “Government Commission on the German Corporate Governance Code” pursuant to section 161 of the German Stock Corporation Act

- I. The Management Board and Supervisory Board of GERRY WEBER International AG declare in accordance with section 161 of the German Stock Corporation Act that the company has followed the recommendations of the of the “Government Commission on the German Corporate Governance Code” published by the Federal Ministry of Justice in the official part of the Federal Gazette in the version dated 16 December 2019 since the submission of the last annual declaration of conformity from 31 March 2022 with the following exceptions:

**B.5 – Age limit for members of the Management Board and C.2 – Age limit for members of the Supervisory Board and their details in the declaration on corporate governance:** An age limit for members of the Management Board and of the Supervisory Board was not set since skills, qualifications and experience are considered to be the main criteria for the admission to the corporate bodies. The company does not want to do without the knowledge and experience of older members of the Management Board and the Supervisory Board. Thus, no age limit for the members of the Board of Management and the Supervisory Board can be stated in the corporate governance statement.

**F.2 – Accounting:** Due to the first-time audit by the appointed auditor as well as the company’s still special situation as a result of the restructuring, it was not possible to publish the consolidated financial statements and management report for the fiscal year 2021 within a period of 90 days after the end of the fiscal year.

- II. The Management Board and Supervisory Board of GERRY WEBER International AG declare in accordance with section 161 of the German Stock Corporation Act that the company has followed and will follow the recommendations of the of the “Government Commission on the German Corporate Governance Code” published by the Federal Ministry of Justice in the official part of the Federal Gazette in the version dated 28 April 2022 since the entry to force on 27 June 2022 with the following exceptions:

**B.5 – Age limit for members of the Management Board and C.2 – Age limit for members of the Supervisory Board and their details in the declaration on corporate governance:** An age limit for members of the Management Board and of the Supervisory Board was not set since skills, qualifications and experience are considered to be the main criteria for the admission to the corporate bodies. The company does not want to do without the knowledge and experience of older members of the Management Board and the Supervisory Board. Thus, no age limit for the members of the Board of Management and the Supervisory Board can be stated in the corporate governance statement.

**F.2 – Accounting:** Due to the company's still special situation as a result of the restructuring it is not possible to publish the consolidated financial statements and management report for the fiscal year 2022 within a period of 90 days after the end of the fiscal year.

Halle/Westphalia, 23. March 2023

Management Board and Supervisory Board of GERRY WEBER International AG