

## **Declaration of Compliance of Dürr AG with the German Corporate Governance Code**

The Board of Management and Supervisory Board of Dürr Aktiengesellschaft hereby declare pursuant to Section 161 (1) Sentence 1 of the German Stock Corporation Act that since the Declaration of Compliance of September 27, 2023, the recommendations of the Government Commission for the "German Corporate Governance Code", as amended on April 28, 2022 — published in the Federal Gazette on June 27, 2022 — have been and will be complied with, subject to the following exception:

According to Recommendation G.10 of the German Corporate Governance Code, the variable remuneration amounts granted to Board of Management members must be invested predominantly in company shares or granted as share-based remuneration. Long-term variable remuneration components should only be accessible to Board of Management members after a period of four years. The remuneration system for the Board of Management, passed by the Annual General Meeting on May 12, 2023 deviates from this. Members of the Board of Management receive a Long Term Incentive (LTI), i.e. long term variable remuneration, containing a share-based component, whilst the short-term (specifically: one-year) variable remuneration (STI) is not share-based. No variable remuneration components are invested in company shares. The reason for this is that the complex problems of income tax law should not be passed on to the members of the Board of Management. The LTI tranches have — as is customary internationally — a three-year term, which corresponds to the duration of the initial period of appointment of the Board of Management members. The respective LTI tranches are paid out in the following year after the end of the Annual General Meeting, i.e. generally after 41 months. In view of the high proportion of international shareholders, the Supervisory Board of Dürr AG considers a three-year calculation period for the LTI combined with a pay-out after circa 41 months to be appropriate.

**Bietigheim-Bissingen,  
October 2, 2024**

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October 2, 2024**

On behalf of the Supervisory Board

On behalf of the Board of Management

Gerhard Federer

Dr. Jochen Weyrauch

Chairman of the Supervisory Board

Chairman of the Board of Management

***Please note:***

**This is a convenience translation. Only the German text is legally binding.**