



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

'In accordance with section 161 of the German Stock Corporation Act, the Executive Board and Supervisory Board hereby declare:

Since the last annual declaration of compliance was submitted in December 2018, the recommendations of the German Corporate Governance Code in the version dated 7 February 2017 have been and will be fully observed.'

Hanover December 2019
Executive Board and Supervisory Board

(The German version of this declaration is legally binding. The Company cannot be held responsible for any misunderstandings or misinterpretation arising from this translation.)