



Declaration of Compliance pursuant to § 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 declaration of compliance was submitted in August 2023, the recommendations of the German Corporate Governance Code in its applicable version have been and will be fully observed.”

Hanover, December 2023
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.)