

Update to the declaration by the Board of Management and Supervisory Board pursuant to section 161 of the German stock corporation act (AktG) on the recommendations of the “Government Commission on the German corporate governance code”

The Board of Management and Supervisory Board of Leifheit AG last issued a declaration pursuant to section 161 of the German stock corporation act (AktG) on compliance with the recommendations of the German corporate governance code in December 2021. The Board of Management and Supervisory Board are hereby updating this declaration and will ensure it is published on Leifheit AG’s website immediately.

On 23 March 2022, the Supervisory Board adopted an amended system of remuneration for the Board of Management members pursuant to section 87a AktG. The amended remuneration system will be submitted to the Annual General Meeting of the company for approval on 25 May 2022 pursuant to section 120a para. 1 AktG (hereinafter the “amended remuneration system”). The amended remuneration system applies to all remuneration decisions that the Supervisory Board will make after the 2022 Annual General Meeting, in particular concerning the conclusion, amendment and extension of the employment contracts of Board of Management members.

Now, therefore, the Board of Management and Supervisory Board of Leifheit AG make the following declaration pursuant to section 161 AktG:

Availability of granted long-term variable remuneration components (recommendation G.10 sentence 2)

In G.10 sentence 2, the German corporate governance code recommends that granted long-term variable remuneration components should be accessible to Board of Management members only after a period of four years.

The amended remuneration system deviates from this recommendation with regard to the long-term incentive (LTI). Under the amended remuneration system, LTI tranches will be granted with a performance period of three years from 2023 (previously: four years). The reason for the shortened performance period is that priority is given to the respective medium-term planning – which also covers a period of three years – when the performance criteria relevant for assessing the LTI are determined. The amended remuneration system ensures that medium-term planning and LTI targets are aligned. The Supervisory Board believes that a three-year performance period equally provides an enduring incentive for Board of Management members to carry out their duties in a manner that promotes the business strategy and the long-term development of Leifheit AG.

In all other respects, the declaration of conformity from December 2021 continues to apply.

Nassau/Lahn, March 2022

Signet by

Dr. Günter Blaschke (Vorsitzender des Aufsichtsrats)

Henner Rinsche (CEO) Igor Iraeta Munduate (COO) Marco Keul (CFO)