

**Declaration of Compliance by the Executive Board and Supervisory Board of
JOST Werke SE regarding the recommendations of the German Corporate
Governance Code pursuant to Section 161 of the German Stock Corporation Act
(AktG)
as of 3 December 2025**

The Executive Board and Supervisory Board of JOST Werke SE declare that the recommendations of the German Corporate Governance Code (DCGK) in the version dated June 27, 2022, have been complied with since the Declaration of Compliance issued on December 5, 2024, and the Declaration of Compliance updated on May 8, 2025, with the following restrictions:

- Recommendation A.3: A deviation is declared from the recommendation that the internal control system should also cover sustainability-related targets, unless already required by law. To ensure the quality of the non-financial data, the company has the sustainability report audited by an external auditor.
- Recommendation B.1: As a precautionary measure, a deviation from the recommendation regarding the composition of the Executive Board is declared. The Supervisory Board pays attention to diversity when selecting members of the Executive Board and has passed a quota of 25% female members for the Executive Board. At the same time, the Supervisory Board is of the opinion that the decisive factor for an appointment to the Executive Board should always be the personal and professional qualifications of the candidates.
- Recommendation G.11 sentence 2: According to the remuneration system, the Supervisory Board can stipulate in the Executive Board members' employment contracts that variable remuneration components may be retained or reclaimed in narrowly defined cases (compliance clawback; performance clawback). The existing employment contracts of Executive Board members Joachim Dürr, Oliver Gantzert and Dirk Hanenberg currently do not include such a possibility.

The Management Board and Supervisory Board of JOST Werke SE further declare that, with the exception of the deviations from recommendations A.3 and B.1 described above, the company will comply with the recommendations of the DCGK, including recommendation G.11 sentence 2, in future.

Neu-Isenburg, December 3, 2025

The Executive Board

The Supervisory Board

Joachim Dürr
(CEO)

Dr. Stefan Sommer
(Chairman)