

**Update of the 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 8 May 2025**

The Executive Board and Supervisory Board of JOST Werke SE issued their annual declaration of conformity on December 5, 2024. In this declaration of conformity, the Management Board and Supervisory Board explained deviations from recommendations G.3, G.4, G.8, and G.11 sentence 2. By resolution dated December 5, 2024, the Supervisory Board of JOST Werke SE adopted a new remuneration system for the members of the Executive Board, which was approved by the Annual General Meeting of JOST Werke SE on May 8, 2025.

The declaration of compliance issued by the Executive Board and Supervisory Board of JOST Werke SE on December 5, 2024, is updated with regard to the information in Section G of the German Corporate Governance Code (DCGK) in accordance with Section 161 of the German Stock Corporation Act (AktG) to the effect that in future the recommendations in Section G of the DCGK will be complied with, with the following exception:

- 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.

Neu-Isenburg, May 8, 2025

The Executive Board

The Supervisory Board

Joachim Dürr
(CEO)

Dr. Stefan Sommer
(Chairman)