

**Statement of compliance with the German Corporate Governance Code
by the Management Board and the Supervisory Board of Stabilus SE
in accordance with section 161 AktG**

The Management Board and the Supervisory Board of Stabilus SE declare in accordance with section 161 AktG that they have complied with the recommendations of the Government Commission on the German Corporate Government Code (as amended April 28, 2022, also referred to as the "Code") since their last declaration of compliance on December 13, 2023, and will continue to do so in the future, barring the following exceptions:

- **Recommendation B.1 of the Code:** Pursuant to Recommendation B.1 of the Code, the Supervisory Board is to be mindful of diversity when it comes to the composition of the Management Board. The Supervisory Board expressly welcomes the Code's commitment to diversity on the Management Board and at all levels of the enterprise, and considers the prospective increase in the representation of women and therefore – also gender-specific – diversity an important cause. With respect to the composition of the Management Board, however, the Supervisory Board is primarily concerned with the personal qualifications, including experience, skills, and knowledge, of candidates, with the criterion of diversity being given secondary consideration. The presiding members of the Management Board represent a mix of experience and educational backgrounds, providing critical competencies and qualifications for the individual Management Board areas and the composition of the Management Board as a whole.

- **Recommendation C.2 of the Code:** Pursuant to Recommendation C.2 of the Code, an age limit is to be set for members of the Supervisory Board and disclosed in the corporate governance statement. This recommendation has not been and is not being implemented as the introduction of a rigid age limit would indiscriminately and improperly restrict the selection of suitable candidates. The members of the Stabilus SE Supervisory Board are chosen solely on the basis of such personal and professional knowledge, skills, and experience as may be needed for them to discharge their responsibilities. The Supervisory Board should be able to continue to tap into the expertise of experienced and proven members, as well.

Koblenz, November 28, 2024

The Management Board



Dr. Michael Büchsner

Chairman of the Management Board

The Supervisory Board



Dr. Stephan Kessel

Chairman of the Supervisory Board