

Declaration of Commitment of the Supervisory Board of Stabilus SE regarding Agenda Item 8 of the Annual General Meeting of Stabilus SE on 15 February 2023

Dear Shareholders,

The Annual General Meeting of our Company has been convened for 15 February 2023 by notice in the Federal Gazette on 4 January 2023.

Under agenda item 8, the re-election of four Supervisory Board members with staggered terms of office is proposed to the Annual General Meeting. Agenda item 8.1 contains the proposed re-election of Dr Stephan Kessel as a member of the Supervisory Board for the period until the end of the Annual General Meeting that resolves on the discharge for the financial year from 1 October 2024 to 30 September 2025. Under agenda item 8.4, the re-election of Dr Dirk Linzmeier as a member of the Supervisory Board is proposed to the Annual General Meeting for the period until the end of the Annual General Meeting that resolves on the discharge for the financial year from 1 October 2026 to 30 September 2027. The proposed staggered terms of office are intended to implement a staggered structure in the Supervisory Board (so-called "Staggered Board"), inter alia to strengthen the continuity of the work of the Supervisory Board.

Based on feedback from our shareholders on the candidates proposed for election, the following statements are made:

- I. The Supervisory Board, in consultation also with the Management Board, has passed the following resolution to strengthen the diversity of the Supervisory Board and to achieve a gender diversity quota of 30% in a timely manner:

„Management Board and Supervisory Board will propose an amendment to the Articles of Association to the Annual General Meeting 2024 to expand the Supervisory Board to 6 persons. For the resulting new Supervisory Board position, the Supervisory Board will propose a suitable female candidate to the Annual General Meeting.“

- II. To strengthen the independence of the Supervisory Board and its committees, Dr Kessel declares that, if re-elected, he will not again be eligible for the office of chairman of the remuneration and nomination committee.
- III. In addition, Dr Linzmeier declares that, in the event of his re-election to the Supervisory Board, he will not complete the full term of office, but will resign from office after only four years to be eligible for re-election at the Annual General Meeting which will resolve on the discharge for the financial year from 1 October 2025 to 30 September 2026.

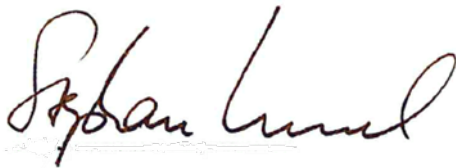
This is to enable a decision by the shareholders on the election of the Supervisory Board members of the Company at shorter intervals.

The Supervisory Board and Dr Linzmeier will also make these declarations at the Annual General Meeting on 15 February 2023. The declarations will be made permanently available on the Company's website at www.stabilus.com/investors/gm for the duration of the term of office of the proposed candidates.

We kindly ask you to take these declarations into account when preparing your vote and when issuing instructions to persons authorised by you to exercise your voting rights.

Koblenz, 31 January 2023

On behalf of the Supervisory Board:



Dr Stephan Kessel



Dr Dirk Linzmeier