

The women's quota at Pfleiderer Deutschland GmbH

Corporate governance declaration (Section 289 f (4) HGB)

In August 2021, the Act on Equal Participation of Women and Men in Leadership Positions in the Private and Public Sector II (FüPoG II) came into force. Like the FÜPoG I, it also requires us to set targets for the proportion of women on the Supervisory Board, the Executive Board or management and the two management levels below the Executive Board or management, while observing the prohibition of deterioration and defining a maximum implementation period of five years.

In April 2017, a quota of 25% was set for the Supervisory Board of Pfleiderer Deutschland GmbH; no quotas were set for the Executive Board and the two management levels below it at that time.

Pfleiderer Deutschland GmbH:

Women on the Supervisory Board

In December 2024, the Supervisory Board of Pfleiderer Deutschland GmbH comprised a total of 12 members, three of whom were women. The target quota from 2017 was therefore met. In May 2022, it was decided to maintain the quota of 25%. This will be maintained in the future.

Women in management

The contracts of the 3 managing directors are open-ended. Nevertheless, a target quota of 25% was set in May 2022, which is to be achieved within the next 5 years.

Women in the 1st and 2nd management levels (job levels 1, 2 and 3)

In April 2017, no quota was set for the 1st and 2nd management levels of Pfleiderer Deutschland GmbH. This was confirmed by the Executive Board of Pfleiderer Deutschland GmbH in May 2022. Due to the current cross-company management structure within the Group, it is currently not expedient to set a quota for Pfleiderer Deutschland GmbH for organisational reasons. Also in May 2022, the management of Pfleiderer Deutschland GmbH reaffirmed its commitment to continuing to strengthen the proportion of women at these levels within the Group wherever possible.

Level	Target proportion of women in 2017	Effective proportion of women April 2022	Target proportion of women until May 2027
Supervisory Board (PDG)	25%	25 %	25 %
Management	0 %	0 %	25 %
Job level 1 and 2	No quota	No quota	No quota
Job level 3	No quota	No quota	No quota

The management of the Pfleiderer Group is committed to continuing its efforts to achieve a better gender balance, diversity and balance in management within the Group in the future and to maintaining and further promoting the status already achieved throughout the Group.

Neumarkt, December 2024