

## **The proportion of women at Pfleiderer Deutschland GmbH**

### **Statement on corporate governance (Section 289 f (4) HGB)**

In August 2021, the Act on Equal Participation of Women and Men in Management Positions in the Private Sector and Public Service II (FüPoG II) came into force. As with FüPoG I, this law requires us to set targets for the proportion of women on the Supervisory Board, the Executive Board or Management Board and the two management levels below the Executive Board or Management Board, while observing the prohibition of deterioration and defining an implementation period of no more than five years.

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

#### **Pfleiderer Deutschland GmbH:**

##### **Women on the supervisory board**

The target quota set in 2017 was achieved. In October 2025, the Supervisory Board of Pfleiderer Deutschland GmbH had a total of 12 members, three of whom were women. In May 2022, it was decided to maintain the quota of 25%. This will continue to be adhered to.

##### **Women in management**

In September 2025, the composition of the management boards of all companies in the Pfleiderer Group was standardised, including at Pfleiderer Deutschland GmbH. The management boards of all subsidiaries are composed exclusively of managing directors from the parent company, Pfleiderer Group B.V. & Co. KG (PGKG). Simon Frank has stepped down as managing director and Jonas Reed (COO) has been newly appointed. Jörg Arends has not been a managing director since 2023. The managing directors' contracts are open-ended. Nevertheless, a target quota of 25% was set in May 2022, to be achieved by the end of 2027. This target will be revoked as it contradicts the new target described above. Currently, only male managing directors are appointed at PGKG.

##### **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 at Pfleiderer Deutschland GmbH. This was confirmed by the management of Pfleiderer Deutschland GmbH in May 2022. Due to the current cross-company management structure within the Group, setting a quota for Pfleiderer Deutschland GmbH continues to be inadvisable for organisational reasons. Also in May 2022, the management of Pfleiderer Deutschland GmbH reaffirmed its commitment to continuing to increase the proportion of women at these levels within the Group wherever possible.

Level	Target proportion of women 2017	Actual proportion of women October 2024	Target proportion of women by May 2027
Supervisory Board (PDG)	25%	25	25
Management	0	0	25
Job levels 1 and 2	No quota	No quota	No quota
Job level 3	No quota	No quote	No quota

The management of the Pfeiderer Group is committed to continuing its efforts to improve gender balance, diversity and equity in management within the Group in the future, and to maintaining and further promoting the status already achieved throughout the Group.

Neumarkt, December 2025