

WashTec AG, Augsburg

Declaration of Conformity of December 17, 2020 under Section 161 AktG

The Management Board and Supervisory Board submitted the last Declaration of Conformity on December 19, 2019.

The Management Board and Supervisory Board declare that since submission of the last Declaration of Conformity on December 19, 2019, WashTec AG has complied with the recommendations of the German Corporate Governance Code issued by the Government Commission on the German Corporate Governance Code as amended on April 24, 2017, with one exception as follows:

The Annual General Meeting of the Company resolved on May 11, 2016, in accordance with Sections 286 (5) and 314 (3) sentence 1 HGB, that for the fiscal year commencing January 1, 2016 and for all subsequent fiscal years up to and including at the latest the fiscal year ending December 31, 2020, the disclosures under Section 285 no. 9 a) sentences 5 to 8 and under Section 314 (1) no. 6 a) sentences 5 to 8 would not be made. The publication of information about the remuneration of individual Management Board members has been refrained from accordingly, and therefore in departure from Section 4.2.5 paras. 3 and 4 of the Code, the information there referred to has not been disclosed for each member of the Management Board and the model tables relating to Section 4.2.5 para. 3 of the Code have not been used.

WashTec AG has complied with the recommendations of the Code as amended on December 16, 2019 since its entry into force on March 20, 2020 with one exception as follows:

Section G.I. of the Code as amended on December 16, 2019 contains new recommendations on Management Board remuneration. The remuneration system for members of the Management Board of WashTec AG resolved by the Supervisory Board on December 19, 2019, does not yet (fully) comply with the following recommendations: G.1 (Determining the remuneration system), G.3 (Peer-group comparison with disclosure of the composition of the peer group), G.10 (Granting of variable remuneration components predominantly as share-based remuneration and access to granted long-term variable remuneration components only after four years), G11 sentence 2 (Retention and reclamation of variable compensation) and G.13 sentence 2 (Severance payments taken into account in the calculation of any compensation payments if a post-contractual non-compete clause applies).

The Supervisory Board will submit a revised remuneration system for members of the Management Board to the 2021 Annual General Meeting of WashTec AG for approval. WashTec AG intends to comply in the future with all recommendations of the Code as amended on December 16, 2019.

Augsburg, December 17, 2020

Management Board and Supervisory Board

Further information about corporate governance can be found in the Corporate Governance Report and Corporate Governance Declaration in the annual reports of WashTec AG and on the Internet at www.washtec.de