

## **Final draft**

### **Declaration of Conformity 2023**

**Publication on 17 January 2023**

#### **Declaration of Conformity of the Management Board and the Supervisory Board of Francotyp-Postalia Holding AG with the German Corporate Governance Code pursuant to Section 161 of the German Stock Corporation Act (AktG)**

The Management Board and Supervisory Board of Francotyp-Postalia Holding AG declare in accordance with Section 161 of the German Stock Corporation Act (AktG) that since the submission of the last declaration in accordance with Section 161 of the AktG on January 17, 2022, the recommendations of the "Government Commission on the German Corporate Governance Code" in the version of December 16, 2019 ("GCGC 2020") published in the official section of the Federal Gazette on March 20, 2020 have been complied with in the period up to the publication of the version of April 28, 2022 ("GCGC 2022"). The recommendations of the GCGC 2022 have been complied with since its entry into force on June 27, 2022 and will be complied with in the future, with the exceptions stated and justified below.

#### **A.1 (GCGC 2020) resp. A.2 GCGC 2022): Consideration of diversity when filling executive positions**

Internal company guidelines ensure that executive positions are filled without discrimination. However, no specific attention is paid to diversity when filling executive positions.

#### **B.1: Consideration of diversity in the composition of the Management Board**

The Supervisory Board would welcome a female or diverse member of the Management Board and would give them priority in the event of equal qualification. However, in the view of the Supervisory Board, gender and diversity are not dominant selection criteria for Management Board members. Accordingly, the Supervisory Board has set a target of 0% for the percentage of women on the Management Board.

#### **B.3: Duration of first-time appointments of Management Board members**

In deviation from the recommendation to limit the terms for first-time appointments of Management Board members to three years, the Supervisory Board considers a standard term of four years for first-time appointees to be in the interest of stability and continuity of Management Board membership. Moreover, the Supervisory Board determines the appropriate term of appointment on an individual basis. Therefore, the appointments of individual members can, as in the past, also be made for a duration of less than four years.

#### **C.1: Consideration of diversity in the composition of the Supervisory Board**

The Supervisory Board would welcome a female or diverse member of the Supervisory Board and would give them priority for nomination in the event of equal qualification. However, in the view of the Supervisory Board, gender and diversity are not dominant criteria for selecting Supervisory Board members. Accordingly, the Supervisory Board has set a target of 0% for the percentage of women on the Supervisory Board.

#### **F.2: Deadlines for publication of consolidated financial reports**

The consolidated financial statements and Group management report are prepared within four months instead of 90 days after the end of the business year due to the extensive consolidation effort. The half-year financial report is also published within two months instead of 45 days after the end of the reporting period, due to the extensive consolidation effort.

Berlin, 17<sup>th</sup> January 2023

For the Management Board

Carsten Lind

CEO

Ralf Spielberger

CFO

For the Supervisory Board

Dr. Alexander Granderath

Chairman of the Supervisory Board