

## **Declaration of the Executive Board and Supervisory Board of PVA TePla AG on the German Corporate Governance Code pursuant to Section 161 of the German Stock Corporation Act (AktG)**

As set out and explained in more detail in the Declaration of Conformity dated March 2025, the company has followed the recommendations under G.1 to G.16 for the remuneration of the Management Board, with the exception of the remuneration of the former member of the Management Board, Mr. Höfer. Mr. Höfer left the Management Board at the end of June 25, 2025, but the commitments under the 2023 LTI tranche 2023-2026 allocated in 2023 remain in place.

The company complies apart from that with all recommendations of the DCGK.

Wettenberg, October 2025

For the Management Board:

Jalin Ketter  
Chairwoman of the Executive Board

For the Supervisory Board:

Dr. Myriam Jahn  
Chairwoman of the Supervisory Board