

Dürr AG Declaration of Conformity with the German Corporate Governance Code

The Board of Management and the Supervisory Board of Dürr Aktiengesellschaft hereby declare pursuant to Section 161 (1) sentence 1 of the German Stock Corporation Act (Aktien-gesetz) that, since the Declaration of Conformity dated September 30, 2020, the Company has complied with the recommendations of the Government Commission “German Corporate Gov-ernance Code” in the version of December 16, 2019 – published in the Federal Gazette (Bun-desanzeiger) on March 20, 2020 – and will comply with the recommendations with the following exception:

The members of the Board of Management receive a long-term incentive (“LTI”), i.e. a long-term variable compensation payment containing a share-based component, while the short-term (one-year) incentive is not share-based. No variable compensation component will be invested in shares of the Company. This is to prevent passing the complex German income tax issues on to the members of the Board of Management. In accordance with international practice, the LTI tranches are measured over a three-year period, which corresponds to the term for which the members of the Board of Management are initially appointed. The payment of the respective LTI tranche is made at the end of the annual general meeting in the following year, i.e. periodically after 41 months. In view of the high proportion of international sharehold-ers, the Dürr AG Supervisory Board considers a three-year measurement period for the LTI, combined with a payment after around 41 months, to be appropriate.

**Bietigheim-Bissingen,
September 29, 2021**

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September 29, 2021**

On behalf of the Supervisory Board

On behalf of the Board of Management

Gerhard Federer
Chairman of the Supervisory Board

Ralf Dieter
Chief Executive Officer

Please note:

This is a convenience translation. Only the German text is legally binding.