

## **Declaration of Conformity 2022**

“The Management Board and the Supervisory Board declare that since the submission of the last Declaration of Compliance on 8/11 March 2022, the recommendations of the German Corporate Governance Code in the version of 28 April 2022, published in the Federal Gazette on 27 June 2022, have been complied with and will continue to be complied with, with the following exceptions. Recommendation G.12 and G. 13 were not complied with in 2022, as Mr. Axel Salzmann and Mr. Peter Fieser received compensation payments as part of the mutually agreed premature termination of their Management Board service contracts, each of which exceeded the value of two years' remuneration as defined in the remuneration system. In addition, the compensation payments were paid out immediately in a lump sum in accordance with the respective service contracts. The compensation granted under the termination agreements is presented in detail in the remuneration report for the 2022 financial year.”

Taufkirchen, 28 November /8 December 2022

HENSOLDT AG

The Management Board

The Supervisory Board

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