

**Declaration of the Executive Board and the Supervisory Board of  
FUCHS PETROLUB SE**

**concerning the recommendations by the  
„Government Commission on the German Corporate Governance Code“  
pursuant to section 161 of the German Stock Corporation Act (AktG)**

On 10 December 2021, the Executive Board and the Supervisory Board of FUCHS PETROLUB SE agreed to issue the following declaration of compliance:

Since issuing its last declaration of compliance on 11 December 2020, FUCHS PETROLUB SE has complied with all recommendations set forth in the German Corporate Governance Code dated 16 December 2019, published in the official part of the Federal Gazette (*Bundesanzeiger*) on 20 March 2020 by the German Ministry of Justice, with the exception of the Recommendation G.11 sentence 2.

A provision on the clawback of the variable compensation components already paid was agreed with the members of the Executive Board in March 2021 with retroactive effect for the financial year 2021. FUCHS PETROLUB SE intends to fully comply with all recommendations without any exception in future.

Mannheim, 10 December 2021

**Dr. Kurt Bock**  
Chairman of the Supervisory Board

**Stefan Fuchs**  
Chairman of the Executive Board