

Information on Powers of Attorney and Instructions as well as the Absentee Vote

Ordinary Annual General Meeting of FUCHS PETROLUB SE on May 3, 2023

1. Voting by way of the company proxy

The company offers its ordinary shareholders the possibility to authorize proxies appointed by the company and acting on their instructions prior to the Annual General Meeting. Shareholders wishing to give powers of attorney to the proxies appointed by the company must be registered in the share register and must register for the Annual General Meeting in a timely manner (see Section III, Paragraph 3 of the Invitation to the Annual General Meeting).

Company proxies will only exercise voting rights on the basis of express and unambiguous instructions. For this reason, shareholders must issue express and unambiguous instructions for the agenda items for which they would like to exercise voting rights. The company proxies are obligated to vote in accordance with these instructions. In the absence of an explicit and unambiguous instruction, they shall not exercise the right to vote. Company proxies are unable to accept instructions to request to speak, to raise objections to Annual General Meeting resolutions, to ask questions or to file motions.

The issuance of the powers of attorney to the voting rights consultant, their revocation and proof of the proxy authorization, as well as proof of its revocation to the company, shall be in text form or shall be issued electronically through the InvestorPortal. Please use the **InvestorPortal** available on the Company's website

www.fuchs.com/group/investor-relations/annual-general-meeting

by using the access credentials you received with the registration documents for the Annual General Meeting. Alternatively, you can send your powers of attorney and any instructions by letter or e-mail to the following address or e-mail address:

FUCHS PETROLUB SE
c/o Computershare Operations Center
80249 Munich
E-mail: anmeldestelle@computershare.de

If possible, please use the registration form sent with the invitation to the Annual General Meeting. A sample registration form can also be found on our website at **www.fuchs.com/group/investor-relations/annual-general-meeting**. Returning the registration form or using the InvestorPortal also constitutes proof that the proxy authorization has been sent to the company.

Powers of attorney and instructions to the company proxy must be received by the company no later than **18:00 (CEST) on May 2, 2023**.

Registered ordinary shareholders may also attend the Annual General Meeting in person after powers of attorney have been given to the proxies appointed by the company. The personal registration by the ordinary shareholder or a proxy authorized by the ordinary shareholder at the

access control point to the Annual General Meeting on May 3, 2023 shall be deemed to be a revocation of the powers of attorney and instructions given to the company proxies.

In addition, we offer ordinary shareholders who are registered in the share register in accordance with the foregoing provisions and who have registered for the Annual General Meeting in a timely manner and have appeared at the Annual General Meeting the possibility to authorize the company proxies to also exercise the voting rights at the Annual General Meeting. The use of the InvestorPortal during the Annual General Meeting is not possible for this purpose.

2. Voting by way of other proxies

Ordinary shareholders who do not wish to attend the Annual General Meeting themselves may also have their voting rights exercised at the Annual General Meeting by another proxy, such as an intermediary, a shareholder association or another person of their choice. In this case, too, the shareholder must be registered in the share register and duly register for the Annual General Meeting as required (see Section III, Paragraph 3 of the Invitation to the Annual General Meeting).

The issuance of the powers of attorney to a proxy, their revocation and proof of the proxy authorization, as well as proof of its revocation to the company, shall be in text form or shall be issued electronically through the InvestorPortal. Please use the InvestorPortal (see Section 1) or send your proxy authorization by letter or e-mail to the address or e-mail address mentioned in Section 1. If possible, please use the registration form sent with the invitation to the Annual General Meeting. A sample registration form can also be found on our website at www.fuchs.com/group/investor-relations/annual-general-meeting. Returning the registration form or using the InvestorPortal also constitutes proof that the proxy authorization has been sent to the company.

Proof of a power of attorney given to the proxy may also be provided to the company by the proxy showing the power of attorney at the entrance check on the day of the Annual General Meeting.

Proxy authorization granted to an intermediary, a shareholders' association, a voting rights consultant pursuant to Section 134a of the German Stock Corporation Act (AktG) or another person offering shareholders professional services regarding exercising voting rights in the Annual General Meeting pursuant to Section 135 (8) of the German Stock Corporation Act (AktG), generally require special conditions to be met, in particular the stipulations contained in Section 135 of the German Stock Corporation Act (AktG). In such a case, shareholders are requested to agree in good time with the person or institution to be empowered on any form of power of attorney that may be required by them and on the process of delegating powers of attorney.

If a shareholder designates more than one person as a proxy, the company can reject one or more of them.

3. Process for voting by absentee ballot and electronic absentee ballot

Shareholders registered in the share register may cast their vote by absentee vote, even without attending the Annual General Meeting. In order to exercise voting rights by absentee vote, shareholders entered in the share register of the company must have submitted their registration on time (see Section III, Paragraph 3 of the Invitation to the Annual General Meeting). Proxies, including authorized intermediaries (e.g. credit institutions), shareholders' associations, voting rights consultants pursuant to Section 134a of the German Stock Corporation Act (AktG), and persons offering themselves in a business capacity to shareholders for the exercising of voting rights at the Annual General Meeting pursuant to Section 135 (8) of the German Stock Corporation Act (AktG) may also use the absentee voting option.

Voting by means of absentee vote shall be in writing or by electronic communication and, without prejudice to timely registration under the foregoing provisions, must be received by the company no later than **18:00 (CEST) on May 2, 2023**.

You are able to use the InvestorPortal to submit, revoke, or modify electronic absentee votes (see Section 1). Absentee votes can be submitted to the company in text form at the address or e-mail address specified in Section 1. If possible, please use the registration form sent with the invitation to the Annual General Meeting. A sample registration form can also be found on our website at www.fuchs.com/group/investor-relations/annual-general-meeting. In all cases, the above-mentioned deadline for receipt shall apply. The amendment or revocation of absentee votes already cast may be made by the same means until the above-mentioned date.

The absentee vote does not preclude participation in the Annual General Meeting. If a shareholder wishes to participate in the Annual General Meeting themselves or through a proxy and exercise their shareholder rights despite having already cast a ballot, personal participation or participation by a proxy shall be deemed to be a revocation of the absentee vote.

4. Further information on exercising voting rights via absentee vote and powers of attorney and instructions to the company proxies

If, in the run-up to the Annual General Meeting, divergent declarations are received in due time both via the InvestorPortal and via other means of transmission, only the declarations submitted via the InvestorPortal shall be deemed binding, irrespective of the time of receipt.

If, in the run-up to the Annual General Meeting, divergent declarations are received in due time by different means of transmission without a declaration being submitted via the InvestorPortal, the declarations submitted by e-mail shall be deemed to be binding first, irrespective of the time of receipt, and declarations submitted in another text form shall be deemed to be binding last; absentee votes in text form shall take precedence over the issuance of powers of attorney and instructions to the company proxies in text form. The most recent revocation of a declaration received in due time shall always be decisive.

An instruction to the company proxies on agenda item 2 (appropriation of unappropriated profits) also applies to an adjusted proposal for the appropriation of profits as a result of any change in the number of shares entitled to a dividend. If an individual vote is held on agenda item 3 and/or on agenda item 4 (approval of the actions of the Executive Board or Supervisory Board), a vote on these agenda items shall apply accordingly to the individual votes.