Declaration of Conformity in accordance with Section 161 AktG

In accordance with Section 161 of the German Stock Corporation Act (AktG), the Management Board and Supervisory Board of a listed German stock corporation are obliged to declare once a year whether the recommendations of the Government Commission on the German Corporate Governance Code have been and are being complied with or which recommendations have not been or are not being applied. The following Declaration of Conformity is permanently available on the company's website.

"The Management Board and Supervisory Board of FamiCord AG declare in accordance with Section 161 of the German Stock Corporation Act (AktG) that the recommendations of the Government Commission on the German Corporate Governance Code in the version dated April 28, 2022, which entered into force upon publication in the Federal Gazette on June 27, 2022 (GCGC), have been complied with since the last Declaration of Conformity was issued on April 29, 2025, and that we will continue to comply with the recommendations of the GCGC in the future, with the exception of the points listed below:

- Section A.5 GCGC: In deviation from recommendation A.5 of the GCGC, the description in the combined management report of FamiCord AG is based on the legal requirements of Section 315 (4) HGB and contains information on the main features of the internal control and risk management system with regard to the Group accounting process. For the fiscal year 2025, as for the fiscal year 2024, reporting in accordance with Section A.5 GCGC is waived because its implementation in practice will continue to be observed. However, FamiCord AG intends to consider the recommendation in the future.
- Section B.2 GCGC: Section B.2 GCGC recommends that the Supervisory Board, together with the Management Board, should ensure long-term succession planning and that the procedure should be described in the corporate governance declaration. The Supervisory Board has not yet developed any guidelines for succession planning for members of the Management Board. The Supervisory Board will continuously monitor the need for succession planning with regard to the specific needs of the company and, if necessary, work with the Management Board to ensure long-term succession planning.
- Sections B.5 and C.2 GCGC: No age limit has been set for members of the Management Board and Supervisory Board. Age is not the decisive factor for the performance of board members; we do not consider such an age limit to be appropriate.
- Section D.4 GCGC: The Supervisory Board of FamiCord AG has not established a nomination committee. Previous good experience with the search for candidates for the Supervisory Board has shown that such a committee is not necessary at FamiCord AG.
- Section F.2 GCGC: The company continues to comply with the statutory deadlines for its publication obligations in order to avoid an otherwise higher administrative burden and the associated costs as well as the additional commitment of management capacity. This is also in line with the intention of the legislator, which has extended the deadline for publication of the half-year financial statements from two to three months.

- Section G.10 GCGC**:** The Management Board remuneration system of FamiCord AG provides for a virtual stock option program as a long-term variable remuneration component. In the financial year 2025, no payments were made under the virtual stock option program, as no realization event occurred. Variable remuneration of the Management Board in 2025 therefore consisted primarily of short-term incentive components paid in cash. Against this background, recommendation G.10 of the GCGC was not fully complied with in the financial year 2025. The Supervisory Board is of the opinion that the virtual stock option program, together with the agreed vesting and holding periods, provides appropriate incentives for sustainable and long-term value creation and is therefore aligned with the company's long-term value creation objectives."

Leipzig, April 30, 2026

The Supervisory Board

The Management Board