

Declaration of Conformity in accordance with Section 161 German Stock Corporation Act

The Executive Board and the Supervisory Board of RENK Group AG ("Company") declare the following in accordance with Section 161 of the German Stock Corporation Act:

The Recommendations of the 'Government Commission on the German Corporate Governance Code' (*Regierungskommission Deutscher Corporate Governance Kodex*) in the version as amended on April 28, 2022 (published in the German Federal Gazette (*Bundesanzeiger*) on June 27, 2022) ("Code") are complied with and will continue to be complied with in the future.

In the period since the last Declaration of Conformity was issued in December 2024, the Recommendations of the Code have been complied with, subject to the following exceptions.

1. Recommendations B.2 2nd clause, B.5, C.1 s. 5 and 6, C.2, C.8, D.2 s. 2, D.3 s. 4 and D.12 s. 2

Recommendations B.2 2nd clause, B.5, C.1 s. 5 and 6, C.2, C.8, D.2 s. 2, D.3 s. 4 and D.12 s. 2 each require the disclosure of certain information in the Corporate Governance Statement. The Company had not issued a Corporate Governance Statement in accordance with the legal requirements applicable to the Company until March 26, 2025, and therefore the above recommendations regarding the publication of information had not been complied with until this date.

2. Recommendations G.1 and G.2

Recommendation G.1 sets out requirements for the structuring of the Executive Board remuneration system. Recommendation G.2 requires that the Supervisory Board should first determine, on the basis of the remuneration system, the specific total target compensation for each member of the Executive Board, which is adequate to the tasks and performance of the Executive Board member and the situation of the Company and does not exceed the usual compensation without specific reasons. Departures from these recommendations had been made in the manner described below.

Until the IPO, the Company was not obliged to establish an Executive Board remuneration system in accordance with the requirements of Section 87a German Stock Corporation Act. On May 2, 2024, the Supervisory Board resolved on an Executive Board remuneration system that complies with the law and the Code's recommendations. The Executive Board remuneration system was approved by the Company's Annual General Meeting on June 26, 2024. Up to that point, there had been a departure from Recommendation G.1. The regulations in the Executive Board employment contracts which had been concluded before the introduction of the remuneration system were not, as allowed within reason, fully compliant with the Executive Board remuneration system, so that there was a departure from Recommendation G.2 with regard to these Executive Board employment contracts. All employment contracts of the current members of the Executive Board now comply with the remuneration system.

3. Recommendation G.3

Recommendation G.3 stipulates that the Supervisory Board should use an appropriate peer group of other companies, the composition of which it will disclose, to assess if the specific total compensation of the members of the Executive Board is at the usual levels in comparison to other companies. This recommendation had previously been deviated from. The Supervisory Board has now disclosed the composition of the peer group on the Company's website together with the remuneration report for the 2024 financial year.

4. Recommendation G.8

Recommendation G.8 stipulates that any subsequent modification to the targets or comparison parameters with regard to the compensation of the Executive Board should be excluded. This recommendation had not been followed before issuance of the last Declaration of Conformity. Since then, this recommendation has been complied with.

5. Recommendation G.9 s. 2

Recommendation G.9 s. 2 stipulates that the achievement of the target should be comprehensible in terms of both its rationale and amount. This recommendation had previously been deviated from. The Company has now disclosed the target achievement in the remuneration report.

Augsburg, May 2025

The Supervisory Board

The Executive Board

This document is a courtesy translation of the German original Declaration of Conformity. In case of discrepancies, the German version is the sole authoritative version.