

Declaration of Compliance 2025

Declaration by the Management Board and the Supervisory Board of Delivery Hero SE regarding the recommendations of the Government Commission German Corporate Governance Code pursuant to Section 161 AktG

Management Board and Supervisory Board of Delivery Hero SE declare:

Delivery Hero SE (also the “**Company**”) has complied since the publication of the last Declaration of Compliance in December 2024 with the recommendations of the Government Commission German Corporate Governance Code in the version dated April 28, 2022, published in the Federal Gazette on June 27, 2022 (the “**GCGC**”), with the exception of the recommendations listed below.

In addition, the Company will continue to comply with the recommendations of the GCGC in the future subject to the following deviations:

- **Section B.2 sentence 1 and sentence 2 of the GCGC** recommends that the supervisory board together with the management board shall ensure a long-term succession planning and the approach shall be described in the Corporate Governance Statement. In the first half of 2025, the Supervisory Board of the Company, together with the Management Board, finalized and adopted the long-term succession planning for the Management Board. Since then, the Company has complied with the recommendation set out in section B.2 sentence 1 of the GCGC. As the succession planning had not yet been finalized at the time of publication of the 2024 Corporate Governance Statement, the approach could not be described in that declaration. The Management Board and Supervisory Board therefore declare a deviation from the recommendation set out in section B.2 sentence 2 of the GCGC. The Management Board and Supervisory Board intend to describe the approach for the now adopted long-term succession planning in the 2025 Corporate Governance Statement and thus to comply with the recommendation set out in section B.2 sentence 2 of the GCGC going forward.
- **Pursuant to Section B.3 of the GCGC**, the first-time appointment of management board members shall be for a period of not more than three years. Deviating from this, the Supervisory Board of the Company appointed Pieter-Jan Vandepitte in the financial year 2021 as a member of the Management Board for an initial period of five years. The term of his initial appointment ends on April 30, 2026. Pieter-Jan Vandepitte has been Chief Operating Officer of the Company since August 1, 2015. During this time, he has already proven himself as a leader and demonstrated that he is closely familiar with the Delivery

Hero Group, its structures, values and objectives and the cooperation with the members of the Management Board. Over the past years, the Supervisory Board has gained a comprehensive picture of Pieter-Jan Vandepitte's working methods, experience and knowledge. The Supervisory Board therefore believed that a first-time appointment for a period of more than three years was in the interest of the Company. Given that the first-time appointment of Pieter-Jan Vandepitte as a Management Board member continues in the financial year 2025, the Company declares, to that extent, a deviation regarding this recommendation.

- **Section F.2 of the GCGC** recommends that the consolidated financial statements and the group management report shall be made publicly accessible within 90 days from the end of the financial year, while mandatory interim financial information shall be made publicly accessible within 45 days from the end of the reporting period. Due to a dynamic business and transaction activity, the Company has so far only published its financial reports within the statutory deadlines. In order to maintain a high quality of the financial reporting, the Company will continue to publish the consolidated financial statements and the group management report as well as the mandatory interim financial information within the statutory deadlines. Consequently, the Company hereby declares a deviation from the respective recommendations. However, the Company is constantly seeking to improve its reporting system to comply with these recommendations of the GCGC in the future.

Berlin, in November 2025

Delivery Hero SE

On behalf of the Supervisory Board

The Management Board

Kristin Skogen Lund

Niklas Östberg

Marie-Anne Popp

Pieter-Jan Vandepitte