

INVITATION

KNAUS TABBERT AG ANNUAL GENERAL MEETING 2021



Invitation to the Annual General Meeting

Knaus Tabbert AG Jandelsbrunn

Security Identification Number (WKN): A2YN50
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Invitation to the Annual General Meeting

Dear shareholders,

We are pleased to invite you to the

Annual General Meeting, to be held as a virtual Annual General Meeting without the physical presence of shareholders or their proxies

on Wednesday, 23 June 2021, at 10.00 a.m. (CEST). The Annual General Meeting will be broadcast live on the internet for shareholders of Knaus Tabbert AG. Shareholders may exercise their voting rights exclusively by postal ballot or by granting power of attorney to proxies of the company. The venue of the Annual General Meeting, within the meaning of the German Stock Corporation Act, is Messe Düsseldorf, Stockumer Kirchstraße 61, 40474 Düsseldorf, Hall 1, Room 14.

Agenda:

- 1. Submission of the approved Annual Financial Statements and the Management Report (including the explanatory report on the disclosures pursuant to Section 289a of the German Commercial Code) for the 2020 financial year, the approved Consolidated Financial Statements and the Group Management Report (including the explanatory report on the disclosures pursuant to Section 315a of the German Commercial Code) for the 2020 financial year, and the Report of the Supervisory Board.**

The aforementioned documents are available on the company website at <https://www.knaustabbert.de/agm>. They will be discussed at the Annual General Meeting

by the Management Board or, in the case of the Report of the Supervisory Board, by the Chairwoman of the Supervisory Board. The Supervisory Board has approved the Annual Financial Statements and the Consolidated Financial Statements prepared by the Management Board; the Annual Financial Statements and Consolidated Financial Statements are thus approved pursuant to Section 172 paragraph 1 of the German Stock Corporation Act (AktG). A resolution by the Annual General Meeting is therefore not required for this agenda item.

2. Resolution on the appropriation of distributable profit

The Management Board and the Supervisory Board propose that the distributable profit for the 2020 financial year in the amount of EUR 59,323,551.61 be appropriated as follows:

Distribution of a dividend of EUR 1.50 per no-par value share entitled to participate in dividends;

in the case of 10,377,259 no-par value shares entitled to dividends, this corresponds to EUR 15,565,888.50

Allocation to other retained earnings EUR 43,757,663.11

The amounts stated for the distribution of profits and the allocation to other retained earnings take into account the number of no-par value shares (10,377,259) entitled to participate in dividends for the past financial year at the time of the proposal for the appropriation of earnings by the Management Board and the Supervisory Board. In the event that the number of no-par value shares entitled to dividends of the past financial year changes by the time of the Annual General Meeting, a suitably adjusted resolution proposal will be put to the vote at the Annual General Meeting, providing for an unchanged dividend payout of EUR 1.50 per no-par value share entitled to dividends together with a suitably modified amount to be allocated to other retained earnings.

Pursuant to Section 58 paragraph 4 (2) AktG, the dividends to which the shareholders are entitled are due on the third business day following the resolution of the Annual General Meeting, i.e. on 28 June 2021.

3. Resolution on the approval of the actions of the Management Board for the 2020 financial year

The Management Board and the Supervisory Board propose that the actions of the members of the Management Board holding office in the 2020 financial year be approved for this period.

4. Resolution on the approval of the actions of the Supervisory Board for the 2020 financial year

The Management Board and the Supervisory Board propose that the actions of the members of the Supervisory Board holding office in the 2020 financial year be approved for this period.

5. Election of the auditor of the Annual Financial Statements and of the auditor of the Consolidated Financial Statements for the 2021 financial year, and of the auditor for the audit review of any additional, intra-year financial information or reports to be prepared prior to the Annual General Meeting in 2022

Following the recommendation of its Audit Committee, the Supervisory Board proposes that the auditing company KPMG AG, Bahnhofstraße 30, 90402 Nuremberg, Germany, be appointed as auditor of the Annual Financial Statements and auditor of the Consolidated Financial Statements for the 2021 financial year, and as auditor for the audit review of any additional, intra-year financial information or reports to be prepared prior to the Annual General Meeting in 2022.

The Audit Committee has declared that its recommendation is free from undue influence by third parties pursuant to Art. 16 paragraph 2 (3) of EU Regulation No. 537/2014 of 16 April 2014 (Statutory Audit Regulation), and that it has not been subject to any clause of the kind referred to in Art. 16 paragraph 6 of the Statutory Audit Regulation.

6. Resolution on the approval of the remuneration system for the members of the Management Board as submitted by the Supervisory Board

Pursuant to Section 120a paragraph 1 AktG, the Annual General Meeting shall resolve on the approval of the remuneration system for the members of the Management Board as submitted by the Supervisory Board, whenever significant changes are made to it, but at least once every four years.

Taking into account the requirements of Section 87a paragraph 1 AktG, the Supervisory Board resolved on a remuneration system for the members of the Management Board on 30 April 2021. This remuneration system is presented subsequent to agenda item 7 under

"Description of the remuneration system for the members of the Management Board (agenda item 6)", and will be submitted to the Annual General Meeting for approval.

The Supervisory Board proposes that the remuneration system for the members of the Management Board, as resolved by the Supervisory Board on 30 April 2021, be approved.

7. Resolution on the confirmation of the remuneration and resolution on the remuneration system for the members of the Supervisory Board

Pursuant to Section 113 paragraph 3 AktG, the Annual General Meeting is required to pass a resolution on the remuneration of the members of the Supervisory Board at least once every four years. A resolution confirming the remuneration is permissible. The current remuneration of the Supervisory Board is set out in Article 14 of the company's Articles of Association.

In line with the suggestion of Principle 18 sentence 1 of the German Corporate Governance Code, the remuneration of the Supervisory Board is a purely fixed remuneration.

The Management Board and Supervisory Board therefore propose that the following resolution be adopted:

The remuneration of the members of the Supervisory Board, including the system on which this remuneration is based, is approved.

The wording of Article 14 of the Articles of Association as well as the disclosures pursuant to Sections 113 paragraph 3 (3) and 87a paragraph 1 (2) AktG are presented subsequent to agenda item 7 under "Description of the remuneration for the members of the Supervisory Board (agenda item 6)".

Description of the remuneration system for the members of the Management Board (agenda item 6):

A. Main principles and objectives of the remuneration system for the members of the Management Board of Knaus Tabbert AG

The remuneration system for the members of the Management Board contributes to the promotion of the business strategy and supports the sustainable and long-term development of Knaus Tabbert. This not only provides a means for incentivising and evaluating the operational performance of the company, but also ensures a long-term increase in

earning power and shareholder returns along with improvements with regard to environmental, social and governance (ESG) factors. In developing the remuneration system, the Supervisory Board adhered to the principles set out below:

- promoting the implementation of the long-term business strategy and the sustainable development of Knaus Tabbert AG
- appropriate remuneration as is customary in the market, taking into account the size, complexity and economic situation of the company
- due consideration of shareholder and stakeholder interests
- strong emphasis on pay-for-performance
- comparison with competitors to provide incentives for sustained outperformance
- long-term oriented and ambitious performance criteria
- remuneration system that is both intuitive and easy to understand
- due consideration of the experience and expertise of the Management Board members

The aim of the Supervisory Board is to offer the members of the Management Board a remuneration package that is both in line with the market and competitive, within the aforementioned guidelines and applicable legal framework, in order to promote sustainable business practices of the Management Board and to attract the best available candidates to fill positions on the Management Board of Knaus Tabbert AG.

The remuneration system for Management Board members has been designed to be simple, transparent and comprehensible. It complies with the requirements of the German Stock Corporation Act and the recommendations of the German Corporate Governance Code. The current Management Board contracts have been drawn up in accordance with the remuneration system now submitted for approval. The Supervisory Board was assisted by independent legal advisors in reviewing the present remuneration system for its appropriateness and conformity with legal requirements.

B. Procedures for establishing, implementing and reviewing the remuneration system

The remuneration system for Management Board members is decided by the Supervisory Board in accordance with Section 87 paragraph 1 AktG. The Supervisory Board is assisted in this by the Presiding Committee of the Supervisory Board. The Presiding Committee of the Supervisory Board prepares corresponding recommendations on the remuneration system for the Management Board, taking into account the guiding principles outlined in section A and the recommendations of the German Corporate Governance Code, which the Supervisory Board then discusses in detail and resolves upon. If necessary, the Supervisory Board may consult external advisors. When engaging external remuneration experts, attention is paid to ensure their independence; in particular, confirmation of their independence is obtained. The external remuneration experts, which are engaged as needed, are replaced from time to time. Regulations governing conflicts of interest are also observed in the process of establishing, implementing and reviewing the remuneration system.

The Presiding Committee is responsible for preparing the regular review of the remuneration system for Management Board members by the Supervisory Board. If required, the Supervisory Board may resolve to make changes to the remuneration system. In the event of significant changes, but at least once every four years, the remuneration system is to be resubmitted to the Annual General Meeting for approval.

If the remuneration system put to the vote is not approved by the Annual General Meeting, a revised remuneration system shall be submitted at the next Annual General Meeting at the latest.

C. Determination of the target total remuneration

On the basis of the remuneration system, the Supervisory Board determines a specific target for the total remuneration of each Management Board member, which is commensurate with the tasks and performance of the Management Board member and the position of the company, and which generally does not exceed customary rates. The target total remuneration of a Management Board member consists of the sum of all remuneration components that are of relevance for total remuneration. Total remuneration comprises a fixed component consisting of a basic salary and fringe benefits, and a variable component consisting of variable remuneration with a short-term incentive (STI) and a long-term, share-based incentive (LTI).

The target total remuneration of each Management Board member equals the sum of the fixed remuneration and variable remuneration components, based on the target amounts in the event of 100% target achievement. It represents an appropriate level of compensation that is commensurate with the tasks and performance of the Management Board member, taking into due account the economic situation and success of the company. The Supervisory Board ensures that the remuneration is in line with market conditions. Market conformity is assessed by means of external and internal appropriateness tests.

- **Horizontal comparison - external appropriateness**

Due to the size and complexity of the company, remuneration data for companies listed in the SDAX index are used to assess market conformity. For comparison purposes, the positioning of Knaus Tabbert in the respective comparative market is determined in terms of revenue, the number of employees and market capitalisation. On the basis of this positioning, the remuneration of the Management Board members is assessed to ensure that it is in line with market conditions.

- **Vertical comparison - internal appropriateness**

In addition to the external comparison, the Supervisory Board takes into account the ratio of the remuneration of the Management Board relative to the remuneration of higher management (first management level below the Management Board) and the rest of the workforce (non-tariff and tariff staff) of Knaus Tabbert in Germany, including its development over time.

D. Components and structure of the target total remuneration

The remuneration system for the Management Board is geared towards the long-term, sustainable and profitable development of Knaus Tabbert. The remuneration of the Management Board members comprises performance-unrelated fixed remuneration and performance-related variable remuneration with a short-term (STI) and a long-term component (LTI). Most variable remuneration components are assessed over a period of several years and thus have a long-term orientation. In this way, the members of the Management Board are able to participate in a sustainable increase in value of Knaus Tabbert, and thus have sufficient incentive to focus on the long-term performance of Knaus Tabbert. In addition to economic success factors, the one-year variable remuneration component is also based on personal performance indicators. At the same time, the present remuneration system is intended to ensure that remuneration is commensurate with the tasks and performance of the Management Board members and the position of the company. Thus, special achievements are to be rewarded more strongly, while poor performance is to

noticeably reduce remuneration. The adequacy of the remuneration of the Management Board is reviewed by the Supervisory Board.

The relative shares of the fixed remuneration, and the short-term and long-term variable remuneration components in relation to the target total remuneration are shown below.

	Chairman of the Management Board	Ordinary members of the Management Board
Fixed remuneration (basic salary, fringe benefits)	65% to 75%	55% to 65%
Short-term variable remuneration	10% to 20%	15% to 25%
Long-term variable remuneration	10% to 20%	15% to 25%

For the Chairman of the Management Board, fixed remuneration (basic salary and fringe benefits) currently accounts for approximately 72.6% of target total remuneration, and variable remuneration for approximately 27.4% of target total remuneration. The share of the STI (target amount) in the target total remuneration is approximately 12.8%, while the share of the LTI (target amount) in the target total remuneration is approximately 14.6%.

For the ordinary members of the Management Board, fixed remuneration (basic salary and fringe benefits) currently accounts for approximately 58.7% to 59.0% of the target total remuneration, and variable remuneration for approximately 41.0% to 41.3% of the target total remuneration. The share of the STI (target amount) in the target total remuneration is approximately 19.1% to 19.3%, while the share of the LTI (target amount) in the target total remuneration is approximately 21.9% to 22.0%.

E. Individual remuneration components

1. Fixed remuneration components

The fixed remuneration ensures that members of the Management Board receive an appropriate basic salary, thereby preventing the company from incurring unreasonable risks. It is comprised of the basic salary and fringe benefits. At present, no pension commitments have been made by Knaus Tabbert AG.

a) Basic salary

Each member of the Management Board receives a fixed basic salary, which is dependent on the responsibilities and experience of the respective member, and which is paid out in twelve monthly instalments.

b) Fringe benefits

The remuneration system of the Management Board provides for fringe benefits in the form of benefits in kind and allowances, such as a company car or travelling allowance, the reimbursement of expenses, accident insurance and the contribution to health and care insurance policies. The Supervisory Board may stipulate further fringe benefits, such as contributions to pension schemes. For all members of the Management Board, D&O insurance has been taken out with adequate coverage and a deductible in the amount of 10% of the damage, but no more than 150% of the fixed annual remuneration, in accordance with the relevant provisions of German stock corporation law. The D&O insurance policies cover pecuniary losses arising from breaches by the Management Board members in the performance of their duties.

c) Benefits on assumption of office

The Supervisory Board may, in individual cases, grant a payment on the occasion of the assumption of office of a new member of the Management Board in the first or second year of appointment. Such a payment can, for instance, compensate for the loss of variable remuneration from a previous employment relationship that a member of the Management Board suffers as a result of changing to Knaus Tabbert AG.

2. Variable remuneration components

The variable remuneration consists of two components, the STI, a variable remuneration component with a one-year assessment basis, and the LTI, a variable remuneration component with a four-year assessment basis. The first LTI incentive phase begins on 1 January 2021 and ends on 31 December 2024. In addition to the STI and LTI, the Supervisory Board may award additional bonus payments for the achievement of predefined performance targets in connection with special projects.

a) Short-term variable remuneration (STI)

The STI is determined on the basis of a defined degree of target achievement as well as individual targets, which are set by the Supervisory Board and agreed upon by the company and the respective Management Board member before the start of each financial year. The STI is paid as an annual cash bonus, and is currently capped at EUR 140,000. If the respective service contract begins or ends in the course of a financial year, payments are made pro rata temporis. Members of the Management Board whose service contract is terminated for good cause pursuant to Section 626 of the German Civil Code (BGB), or who resign from office without justification, are not entitled to a STI for the financial year in which the contract is terminated.

The targets are divided into financial and non-financial performance criteria. ESG targets are taken into account as a key non-financial performance criterion. To determine the degree of target achievement, the Supervisory Board specifies a ratio of the financial and non-financial performance criteria. Currently, the ratio of the financial and non-financial performance criteria is 60% to 40%. This means that if 100% of the financial performance criteria are met, 60% of the maximum STI is paid out, and if 100% of the non-financial performance criteria are met, 40% of the maximum STI is paid out.

The financial performance criterion is currently designed as follows: Taking into account the planned ramp-up, revenue or the number of vehicles produced for the financial year ending on 31 December 2021 should be in line with the budget planned for this financial year. The number of vehicles is only to be used as an indicator to the extent that the revenue target has not been reached in full (e.g. due to a shift in the product mix in favour of caravans). The exact figures will be finalised upon approval of the budget by the Supervisory Board. The relevant indicators are those resulting from the audited Consolidated Financial Statements of Knaus Tabbert AG for 2021, prepared in accordance with IFRS. In this context, revenue is defined as proceeds in accordance with IFRS 15, and the number of vehicles as the number of units invoiced (caravans, motorhomes, camper vans). The Supervisory Board is authorised to replace the financial performance criterion for future financial years in whole or in part, to delete it or to add new criteria if, according to its professional judgement, this is better suited to promote the development and strategic focus of Knaus Tabbert and to incentivise the members of the Management Board accordingly.

The non-financial performance criterion in the form of ESG targets is currently designed as follows: The Management Board is tasked with introducing a group-wide sustainability strategy in the financial year ending on 31 December 2021. Specifically, the introduction

of a group-wide sustainability strategy comprises the following objectives of the Management Board: initiation of a structured sustainability process at Knaus Tabbert, defining what "sustainability" means for Knaus Tabbert and integrating the Sustainable Development Goals of the United Nations, measuring CO₂ emissions at all plants throughout the company, identifying the key issues and fields of action for Knaus Tabbert from a stakeholder perspective, raising internal awareness among selected individuals and managers within the company, developing and preparing the first sustainability report in accordance with GRI Standards for the financial year ending on 31 December 2021, providing a structural basis for sustainability at Knaus Tabbert and integrating it into the corporate strategy, as well as the implementation of an external rating process. The Supervisory Board is authorised to replace the ESG target criteria for future financial years in whole or in part, to delete them or to add new criteria if, according to its professional judgement, this is better suited to reflect the developments in the area of ESG and to incentivise the members of the Management Board accordingly. In particular, the Supervisory Board may choose from the following categories: energy efficiency, employee satisfaction, customer satisfaction, diversity, and increasing the share of sustainable and carbon-neutral products.

Moreover, the Supervisory Board specifies in advance the level of target achievement for payouts with respect to the financial and non-financial performance criteria. As currently defined, if the target achievement for a financial or non-financial performance criterion is less than 100%, but at least 80%, the payout for the relevant performance criterion is made on a pro rata basis. In case of a target achievement of less than 80%, no STI is paid with respect to the respective performance criterion. After the end of the financial year, the Supervisory Board assesses the level of target achievement and the resulting amounts to be paid out.

The Supervisory Board may also specify a multiplier (modifier) by which the payout amounts thus determined are to be multiplied to determine the final annual payout amounts of the STI. The modifier may be used to take into account other non-financial performance criteria in the short-term variable remuneration. Adjustments may not exceed 20% in either direction, i.e. the modifier must be within a range of 0.8 to 1.2. If the Supervisory Board stipulates a modifier, the individual modifier is determined in each case by the Supervisory Board, at its professional discretion, according to the degree of fulfilment of the non-financial performance criteria defined in advance for the evaluation of the performance of the individual Management Board members, for the evaluation of the performance of the Management Board as a whole, and for the assessment of the fulfilment of stakeholder objectives. The targets, and the assessment of the extent to which the targets have been met, are then subsequently explained in the remuneration report for the respective financial year.

Any subsequent change to the financial and non-financial performance criteria is excluded. In the event of extraordinary events or developments, e.g. the acquisition or sale of a part of the company, the Supervisory Board is entitled to make appropriate and temporary adjustments to the conditions attached to the STI at its reasonable discretion.

For appointments to the Management Board beginning or ending in the current financial year, the target amount shall be reduced pro rata temporis according to the date of the beginning or end of the appointment.

b) Long-term variable remuneration (LTI)

The LTI is based on the development of virtual performance shares, which are awarded in annual tranches (LTIP tranches). At the beginning of a new performance period, each Management Board member is allocated a certain number of performance shares. The number of performance shares granted at the beginning of each period is calculated by dividing the target amount set by the Supervisory Board, which currently stands at EUR 160,000, by the initial share price. The latter is defined as the volume-weighted average price of the company's share in the electronic trading system of the Frankfurt Stock Exchange (or a comparable successor system) during the last three months prior to the beginning of the evaluation period. The final share price is defined as the volume-weighted average price of the company's share in the electronic trading system of the Frankfurt Stock Exchange (or a comparable successor system) during the last three months of the evaluation period.

In addition to the development of the performance shares, payouts under the LTI are also dependent on the achievement of an EBITDA target. EBITDA is defined as the consolidated result of the Knaus Tabbert Group for the respective financial year, adjusted for taxes, financing costs, financial income, and depreciation and amortisation, according to the audited Consolidated Financial Statements of the Knaus Tabbert Group. The criteria for meeting the EBITDA target are set by the Supervisory Board at the beginning of a new performance period. Currently, the EBITDA performance target is considered to be fully met if (i) cumulative EBITDA during the LTIP incentive phase amounts to at least EUR 396,864,500, or (ii) the quotient of cumulative EBITDA during the LTIP incentive phase and cumulative revenues of the Knaus Tabbert Group during the LTIP incentive phase, multiplied by 100, equals at least 9.58.

The payout amount of the respective LTIP tranche at the end of the 4-year performance period is calculated by multiplying the number of performance shares by the final share price and a multiplier. If the target is fully reached, the multiplier is 1. If the target is not

fully reached, but the degree of target achievement is at least 81%, the multiplier is reduced by 5% for each deviating percentage point. Management Board members are only entitled to LTI payments if the degree of target achievement is at least 81%, and the final share price is higher than the initial share price. The Supervisory Board sets a cap for LTI payments, which is also specified in the contracts of the Management Board members. The payout for each LTIP tranche is currently limited to a maximum of EUR 450,000. The Supervisory Board is entitled to increase or decrease the payouts by an appropriate amount in case of extraordinary developments. The LTI is granted, and paid out, together with the monthly instalment of the fixed annual remuneration, that is paid out after the Supervisory Board has approved the Annual Financial Statements for the fourth financial year of the assessment period. The company does not reimburse any income tax payable on the LTI.

The Supervisory Board may, at its own discretion, decide that the LTI is to be paid out in company shares rather than in cash. The number of shares in the company to be granted in this case is determined by dividing the payment amount of the LTIP tranche by the final share price. Should a member of the Management Board resign from office during the term of an evaluation period, or a new member be appointed to the Management Board during a performance period, the respective member shall receive a LTI pro rata temporis for this period, provided that the targets as described above have been met.

LTIP tranches were allocated for the first time for the 2021 financial year, which means that payments of LTIP tranches will not be considered before 2025, subject to the achievement of targets and the development of the Knaus Tabbert share price.

F. Upper remuneration limits (caps on variable remuneration and maximum remuneration)

For both variable remuneration elements, performance measurements are guided by sustainability and a focus on success. The Supervisory Board ensures that the variable remuneration targets are ambitious, while simultaneously guaranteeing a balanced risk-opportunity profile. For this reason, the variable remuneration is designed in such a way that it can fall to zero if the targets are not met. Caps on variable remuneration (inflow caps) are applied in cases where the targets are significantly exceeded. The inflow caps are set by the Supervisory Board and included in the Management Board contracts. At present, the Management Board contracts stipulate a maximum STI of EUR 140,000 and a maximum LTI of EUR 450,000.

Furthermore, the Supervisory Board has specified a maximum remuneration for the chairperson of the Management Board and for each ordinary member of the Management

Board, covering all fixed and variable remuneration components, in accordance with Section 87a paragraph 1 sentence 2 no. 1 AktG. The maximum remuneration represents the upper limit by amount and thus the actual maximum inflow for the financial year in question, taking into account the fixed remuneration (including the basic salary and fringe benefits), the short-term variable remuneration (STI) and the long-term variable remuneration (LTI). In addition, the maximum remuneration includes, inter alia, any additional benefits agreed in individual contracts. The maximum remuneration thus represents the maximum expenditure of Knaus Tabbert AG for the respective Management Board member. The maximum annual remuneration amounts to EUR 1,750,000 for the Chairman of the Management Board, and EUR 1,250,000 for ordinary members of the Management Board.

In the event of a new Management Board member taking office, actual maximum remuneration may deviate from the fixed maximum remuneration in the first or second year of appointment if, in exceptional cases, the Supervisory Board grants the new member payments on the occasion of taking office to compensate for the loss of payments from the previous employment relationship. In this case, the aforementioned maximum remuneration for this financial year only shall be increased by up to 50% for the chairperson of the Management Board, and by up to 25% for ordinary members of the Management Board.

The Supervisory Board notes that the aforementioned amounts do not represent the target total remuneration deemed appropriate by the Supervisory Board, but merely an absolute upper limit. Furthermore, the Supervisory Board points out that LTIP tranches are only paid out after four years, and that the amount paid out is dependent on the achievement of targets and the development of the Knaus Tabbert share price.

G. Malus and clawback provisions for variable remuneration

The Management Board contracts include malus and clawback provisions. These stipulate that the variable remuneration granted to a Management Board member for one or several financial years is to be repaid at the request of the Supervisory Board if the annual or consolidated financial statements of the company, on the basis of which the remuneration was granted, are ineffective or, although effective, do not give a true and fair view of the net asset, financial and profit situation in violation of applicable regulations. The same applies if a member of the Management Board has committed a serious breach of duty pursuant to Section 93 paragraph 1 AktG in one of the financial years for which the variable remuneration has been granted. If the preconditions for a claim for repayment are met prior to payment of the variable remuneration to the Management Board member, the Supervisory Board may refuse payment and withhold the variable remuneration. The Supervisory Board shall decide at its due discretion whether, and to what extent, variable

remuneration is to be reclaimed or withheld. The severity and implications of the violation, the seriousness of the breach of duty and the degree of fault, as well as any damage incurred by the company, are to be taken into account in the process. An obligation to repay variable remuneration granted shall cease if more than three years have elapsed between the payout of the variable remuneration and the request by the Supervisory Board.

H. Remuneration-related legal transactions

The remuneration of the Management Board members is governed by their service contracts, whereby the variable remuneration components are determined by the Supervisory Board on the basis of this remuneration system. The term of the Management Board contracts is contingent on the duration of the term of office. The service contracts of the Management Board members are concluded for the duration of the term of office, and are extended in each case for the duration of the reappointment. Taking into account the provisions of Section 84 AktG and the German Corporate Governance Code, the term of appointment or contract for the first appointment of a member of the Management Board is generally three years. In the case of reappointment, the appointment or contract extension period is generally five years. In accordance with the provisions of German stock corporation law, the Management Board contracts do not provide for an ordinary termination option; the right of either party to terminate the Management Board contract without notice for good cause remains unaffected. In the event of premature termination of the appointment, the service contract shall also expire prematurely. For service contracts beginning or ending in the course of a financial year, payments are made pro rata temporis.

The Supervisory Board may agree a post-contractual non-competition clause with members of the Management Board for a period of up to two years. During this period, the members of the Management Board shall be entitled to monthly compensation in the amount of one twelfth of the fixed annual salary. If a post-contractual non-competition clause is agreed, the compensation is to be designed such that it can be offset against other benefits owed by Knaus Tabbert AG for the period following termination of the service contract. At present, the Management Board contracts do not contain a post-contractual non-competition clause, and therefore do not provide for compensation.

I. Commitments in connection with the termination of Management Board mandates

The remuneration system for Management Board members also governs the amount of remuneration payable to a Management Board member in the event of premature termination of their Management Board mandate. The following provisions apply for remuneration commitments upon leaving office:

For cases in which a Management Board mandate is terminated, even prematurely, for whatever reason, the Management Board contracts do not provide for claims to severance payments in excess of two years' remuneration (severance payment cap). This does not give rise to an entitlement to severance pay. Calculation of the severance payment cap is based on the total remuneration for the past financial year and, if applicable, also on the expected total remuneration for the current financial year.

In the event of termination of a Management Board contract by the company for good cause, and in the case of unilateral resignation from office by the Management Board member in breach of the contract, the entitlement of the Management Board member to - pro rata - payments of an STI for the current financial year of the company at the time of receipt of the notice of termination, as well as the entitlement of the Management Board member to - pro rata - payments from LTIP tranches whose incentive phase has not yet expired at the time of receipt of the notice of termination, shall be forfeited.

The remuneration system does not provide for any special regulations in the event of a change of control, in particular neither a special right of termination nor severance payments.

J. Remuneration offset for ancillary activities of members of the Management Board

Management Board members may only engage in ancillary activities (e.g. public offices, mandates on supervisory boards, administrative boards and advisory boards, as well as similar mandates including honorary posts) to a very limited extent. Any self-employed or employed activity, paid or unpaid, for oneself or a third party, including the assumption of honorary offices as well as supervisory board, advisory board or similar mandates, requires the prior written consent of the Supervisory Board. Insofar as members of the Management Board hold internal or similar supervisory board mandates, the remuneration for the mandate is offset against the Management Board remuneration. If external supervisory board mandates are assumed, the Supervisory Board shall decide, at its due discretion, in each individual case whether, and to what extent, the remuneration is to be

offset. In particular, the extent to which the activity is in the interest of the company or the Management Board member is taken into account.

K. Temporary deviations from the remuneration system

In exceptional cases, the Supervisory Board may, upon recommendation of the Presiding Committee of the Supervisory Board, allow temporary deviations from individual components of the described remuneration system if this is necessary to safeguard the long-term well-being of the company. These include adjustments to the remuneration system in the event of a significant change to the corporate strategy in order to provide adequate incentives, or in the event of far-reaching changes to the economic situation (for instance due to pandemics or severe economic crises) rendering the original performance criteria and/or key figures of the remuneration system obsolete, provided that the specific repercussions were not foreseeable. Generally unfavourable market developments are explicitly not considered as extraordinary developments.

Procedurally, such deviations require an explicit resolution by the Supervisory Board, specifically detailing the duration of the deviation as well as the deviation as such, but also the reason for it (i.e. why the deviation is necessary for the long-term well-being of the company) in an appropriate form. The components of the remuneration system which allow for deviations in exceptional cases include the procedure, the regulations governing the remuneration structure and amount, as well as the individual remuneration components and, in particular, the performance criteria. The Supervisory Board may factually deviate from the respective relative share of the individual remuneration components as well as from their respective prerequisites. Moreover, it may temporarily alter the basic salary in individual cases if this is in the interest of the long-term well-being of the company, provided that it does not exceed the maximum remuneration set by the Annual General Meeting.

Description of the remuneration for the members of the Supervisory Board (agenda item 7):

The members of the Supervisory Board receive fixed annual remuneration of EUR 25,000. In accordance with the recommendation of Principle 17 of the German Corporate Governance Code, the remuneration for the Chairwoman and Deputy Chairman of the Supervisory Board is increased due to their greater time expenditure. The Chairwoman of the Supervisory Board receives EUR 100,000, and the Deputy Chairman of the Supervisory Board EUR 37,500. Furthermore, additional remuneration is provided for the chairs of the Su-

Supervisory Board committees. The Chairwoman of the Audit Committee and the Chairwoman of the Presiding Committee thus each receive an additional annual fixed remuneration of EUR 35,000. The chairs of other committees each receive an additional annual fixed remuneration of EUR 5,000, provided that the committee in question has convened at least once during the financial year. The remuneration described above is payable at the end of each financial year. No attendance fee is granted for either the meetings of the Supervisory Board or the meetings of the committees.

D&O liability insurance covering pecuniary damage has been concluded for members of the Supervisory Board. The insurance premiums are paid by the company, which also reimburses all Supervisory Board members for any expenses and value-added tax payable on their remuneration and expenses. The company reimburses all members of the Supervisory Board for their expenses as well as for any value-added tax payable on their remuneration and expenses. There are no remuneration-related agreements between the company and the members of the Supervisory Board that go beyond the provisions of the Articles of Association.

The members of the Supervisory Board shall be appointed, subject to the stipulation of a different term of office at the time of election, for the period up to the conclusion of the Annual General Meeting, which resolves on the approval of the actions of the Supervisory Board members for the fourth financial year after the commencement of the term of office. The financial year in which the term of office begins is not counted. Subject to the relevant statutory provisions, members of the Supervisory Board may be dismissed, and may resign from office prematurely by giving one month's written notice, even without good cause. The chair of the Supervisory Board may shorten, or even waive, the notice period. There shall be no further remuneration in the event of resignation, or any provision regarding remuneration after the term of office. Supervisory Board members who are members of the Supervisory Board or a committee for only part of the financial year, or who serve as chair or deputy chair of the Supervisory Board or chair of a committee, shall receive a proportionately lower remuneration *pro rata temporis*.

The structure of the remuneration system for the Supervisory Board, which provides for fixed remuneration only, strengthens the independence of the Supervisory Board and purposely deviates from the structure of the remuneration system for the Management Board, which is largely variable and geared towards promoting the growth strategy of Knaus Tabbert. The remuneration of the Supervisory Board thus promotes the long-term development of Knaus Tabbert.

The Presiding Committee of the Supervisory Board prepares the deliberations and resolutions of the Supervisory Board on the remuneration of the members of the Supervisory

Board, including the underlying remuneration system. On the basis of this preparatory work by the Presiding Committee, the Supervisory Board regularly examines whether the remuneration of its members is appropriate, taking into account their tasks and responsibilities, and the situation of the company. To this end, the Supervisory Board may choose to perform a horizontal market comparison and/or a vertical comparison with respect to the remuneration of the company's workforce, and may consult an independent external expert for advice. Due to the special nature of the work of the Supervisory Board, a vertical comparison with respect to the remuneration of employees of the company is generally not used when reviewing the remuneration of the Supervisory Board. Depending on the result of the comparative analysis and the assessment of this result by the Supervisory Board, the latter, together with the Management Board, may submit a proposal to the Annual General Meeting on the adjustment of the remuneration of the Supervisory Board. The Annual General Meeting shall pass a resolution on the remuneration of the members of the Supervisory Board (including the underlying remuneration system) at least once every four years. The respective resolution may also uphold the current remuneration. In the event that the Annual General Meeting does not approve the proposed remuneration system, a revised remuneration system shall be submitted at the following annual General Meeting at the latest.

The general rules for dealing with conflicts of interest are observed in the procedures for establishing, implementing and reviewing the remuneration system. Care is taken to ensure that any external remuneration experts to be consulted are independent; in particular, a confirmation of their independence is required if such experts are consulted.

The remuneration of the members of the Supervisory Board is regulated in Article 14 of the company's Articles of Association, which reads as follows:

§ 14 Remuneration

- (1) Each member of the Supervisory Board receives annual fixed remuneration of EUR 25,000. In deviation thereof, the Chairwoman of the Supervisory Board receives annual fixed remuneration of EUR 100,000 and the Deputy Chairman annual fixed remuneration of EUR 37,500.
- (2) The Chairwoman of the Audit Committee and the Chairwoman of the Presiding Committee each receive an additional annual fixed remuneration of EUR 35,000. The chairs of other committees each receive an additional annual fixed remuneration of EUR 5,000, provided that the committee in question has convened at least once during the financial year.

- (3) Supervisory Board members who are members of the Supervisory Board or a committee for only part of the financial year, or who serve as chair or deputy chair of the Supervisory Board or chair of a committee, shall receive a proportionately lower remuneration pro rata temporis.
- (4) The remuneration pursuant to paragraphs (1) to (3) is payable at the end of each financial year.
- (5) In addition to the remuneration, the company shall reimburse the members of the Supervisory Board for any expenses reasonably incurred by them in the exercise of their Supervisory Board mandate, as well as any value-added tax payable on their remuneration and expenses.
- (6) In the interests of the company, the members of the Supervisory Board shall be included in a D&O liability insurance policy covering pecuniary damage, concluded by the company with adequate coverage, insofar as such a policy exists. The respective insurance premiums are to be paid by the company.

Further information on the convocation:

1. Holding the Annual General Meeting as a virtual Annual General Meeting

With the approval of the Supervisory Board, the Annual General Meeting shall be held as a virtual Annual General Meeting, without the physical presence of shareholders or their proxies, in accordance with the Law on Measures in Company, Cooperative, Association, Foundation and Residential Property Law to Combat the Effects of the COVID-19 Pandemic (Art. 2 of the Law to Mitigate the Consequences of the COVID-19 Pandemic under Civil, Insolvency and Criminal Procedure Law, Federal Law Gazette I 2020, p. 569, amended by the Law on the Further Shortening of Residual Debt Relief Proceedings and on the Adjustment of Pandemic-Related Provisions in Company, Cooperative, Association and Foundation Law and in Rental and Lease Law, Federal Law Gazette I 2020, p. 3328, "Covid-19 Law"). Physical attendance of shareholders or their proxies (with the exception of the company's proxies) is therefore excluded.

The Annual General Meeting will be visually and acoustically broadcast live on the internet on 23 June 2021, starting at 10:00 a.m. (CEST) (<https://www.knaustabbert.de/agm>). Shareholders who wish to participate in the virtual Annual General Meeting must register

beforehand. They will receive the access data required for online access (AGM portal) together with their voting card.

Shareholders may exercise their voting rights exclusively by postal ballot or by granting power of attorney to proxies of the company.

Questions of shareholders must be submitted electronically in German no later than one day prior to the meeting, i.e. no later than Monday, 21 June 2021, midnight (CEST), together with the voting card number. For this purpose, an electronic system (AGM portal) has been set up at <https://www.knaustabbert.de/agm>. Any other form of transmission is excluded. No questions may be asked during the Annual General Meeting. The Management Board will prepare answers to the questions at its own professional discretion.

Shareholders who have exercised their voting rights may file objections to resolutions of the Annual General Meeting by electronic means, stating their voting card number, for the record of the notary public until the end of the Annual General Meeting. An electronic system (AGM portal) has been set up for this purpose at <https://www.knaustabbert.de/agm>. Any other form of transmission is excluded.

2. Requirements for participating in the virtual Annual General Meeting and for exercising voting rights

Only those shareholders are entitled to participate in the virtual Annual General Meeting and exercise their voting rights who have registered in text form with

Knaus Tabbert AG
c/o Link Market Services GmbH
Landshuter Allee 10
80637 Munich

or via e-mail at: inhaberaktien@linkmarketservices.de

providing proof of their share ownership by 16 June 2021, midnight (CEST) at the latest.

Proof of share ownership must be provided in text form by the last intermediary (Section 126b of the German Civil Code); proof of share ownership by the last intermediary in accordance with the requirements of Section 67c paragraph 3 AktG is sufficient. This proof shall refer to the shares held on the 21st day preceding the Annual General Meeting, i.e. on Wednesday, 2 June 2021, 0.00 a.m. (CEST), the so-called record date.

3. Significance of the record date

The record date is the decisive date determining the scope and exercise of the right to participate, and vote, in the virtual Annual General Meeting. The company shall only deem those individuals to be shareholders for the purpose of participating in the virtual Annual General Meeting or exercising their voting rights who have provided proof of their share ownership as of the record date. Changes in shareholdings after the record date shall be irrelevant in this respect. Shareholders who have acquired their shares after the record date are therefore not entitled to participate in the virtual Annual General Meeting. Shareholders who have duly registered and provided proof of share ownership are entitled to participate in the virtual Annual General Meeting and to exercise their voting rights, even if they dispose of their shares after the record date. The record date has no effect on the realisability of shares, and is of no relevance for a potential entitlement to dividends.

4. Procedure for voting by postal ballot

Shareholders or shareholder representatives may cast their votes by postal ballot.

The company has set up an electronic system (AGM portal) for postal voting at <https://www.knaustabbert.de/agm>. Postal votes as well as their revocation or modification can be submitted via the internet before and during the Annual General Meeting, but must be submitted by the beginning of the vote at the latest. There, shareholders can find further details in the explanations provided.

5. Procedure for voting via company proxies subject to instructions

Shareholders may exercise their voting rights via proxies appointed by Knaus Tabbert AG. Shareholders can submit the necessary powers of attorney and instructions in text form (Section 126b of the German Civil Code). Should shareholders wish to make use of this option, they must register for the virtual Annual General Meeting as described above. They will then receive forms for granting powers of attorney and issuing instructions, or the information required for granting powers of attorney and issuing instructions via the internet. Knaus Tabbert AG must receive powers of attorney and instructions issued by post or via e-mail at the following address by 22 June 2021, 5.00 p.m. (CEST) at the latest:

Knaus Tabbert AG
c/o Link Market Services GmbH
Landshuter Allee 10
80637 Munich
E-mail: inhaberaktien@linkmarketservices.de

Powers of attorney and instructions may be issued to the company's proxies over the internet at <https://www.knaustabbert.de/agm> before, and also during, the Annual General Meeting, but must be submitted by the beginning of the vote at the latest. If postal votes and powers of attorney/instructions are received, postal votes shall always be considered as having priority. Furthermore, if divergent statements are received by different means of transmission and it is not clear which statement was submitted last, they shall be considered in the following order of priority: 1. via internet, 2. via e-mail and 3. in paper form. Explicit instructions must be provided for each item on the agenda. Without express instructions on the individual agenda items, the proxies cannot make use of the powers of attorney granted to them. The proxies of the company shall not accept requests for submitting questions, expressing objections or bringing forward motions.

6. Procedure for voting via an authorised representative

Shareholders may exercise their voting rights via an authorised representative, for instance through a shareholder association, an intermediary, a voting consultant or another person of their choice. In these cases, too, timely proof of share ownership and timely registration by the shareholder or the authorised representative are necessary in accordance with the aforementioned participation requirements.

Authorised representatives are not permitted to be physically present at the Annual General Meeting. They may only exercise the voting rights of shareholders they represent by way of postal ballot or by granting a (sub-)power of attorney to proxies of the company.

Powers of attorney may be granted by declaration to the authorised representative or the company and, unless a power of attorney is granted pursuant to Section 135 AktG, must be submitted in text form (Section 126b of the German Civil Code). The same applies to the revocation of the power of attorney and to the submission to the company of proof of power of attorney granted to an authorised representative.

When granting an authorisation to exercise voting rights pursuant to Section 135 AktG (granting of powers of attorney to intermediaries, voting consultants, shareholder associations or individuals acting in a professional capacity), the declaration of power of attorney must be recorded by the authorised representative in a verifiable manner. The declaration of power of attorney must be complete, and may only contain declarations related to the exercise of voting rights. In such cases, shareholders should consult with the person to be authorised on the nature of the power of attorney to be granted.

Shareholders will receive a proxy form and further information on the authorisation together with their voting card.

The company has set up an electronic system (AGM portal) for submitting proof, or the revocation, of power of attorney at <https://www.knaustabbert.de/agm>. The proof or revocation of power of attorney as well as any changes thereto can be submitted via the internet until Tuesday, 22 June 2021, midnight (CEST). There, shareholders can find further details in the explanations provided.

Proof of power of attorney can also be sent to the following e-mail address:

inhaberaktien@linkmarketservices.de

In this case, the proof of power of attorney must also be received by the company by Tuesday, 22 June 2021, midnight (CEST) at the latest. If a shareholder authorises more than one person, the company reserves the right to reject one or several of them.

7. Shareholder rights

Motions to add items to the agenda pursuant to Section 122 paragraph 2 AktG

Shareholders whose shares together amount to one twentieth of the share capital, or the proportionate amount of EUR 500,000, may request that items be added to the agenda and announced pursuant to Section 122 paragraph 2 AktG. Each new item must be accompanied by a justification or a draft resolution. The request must be addressed in writing to the Management Board and received by Sunday, 23 May 2021, midnight (CEST) at the latest. We kindly ask that such requests be sent exclusively to the following address:

Knaus Tabbert AG
- Management Board -
Helmut-Knaus-Straße 1
94118 Jandelsbrunn

The applicants must prove that they have held the shares for at least 90 days prior to the date of receipt of the request, and that they will continue to hold the shares until the resolution of the Management Board on the request. Section 121 paragraph 7 AktG shall apply accordingly for the calculation of the deadline. A respective confirmation by the last intermediary shall constitute sufficient proof.

Any additions to the agenda to be disclosed will be published in the Federal Gazette upon receipt of the request without undue delay, and will be forwarded for publication to such media that can be expected to disseminate the information throughout the whole of the European Union. They will also be made available on the website of Knaus Tabbert AG at <https://www.knaustabbert.de/agm>.

Motions relating to items on, or to be placed on, the agenda, which are duly received by midnight (CEST) on Sunday, 23 May 2021 pursuant to Section 122 paragraph 2 AktG, shall be treated as if they had been submitted at the Annual General Meeting, provided that the shareholder submitting the motion is legitimised and registered for the Annual General Meeting.

Countermotions and election proposals by shareholders pursuant to Sections 126 paragraph 1 and 127 AktG, and Section 1 paragraph 2 (3) of the Covid-19 Law

Shareholders may submit countermotions against a proposal of the Management Board and/or Supervisory Board regarding a specific item on the agenda. They may also make election proposals. Pursuant to Section 126 paragraph 1 AktG, the company shall publish countermotions, including the name of the shareholder, the justification and any statement by management, on the website of Knaus Tabbert AG at <https://www.knaustabbert.de/agm> if it has received justified countermotions at the address stated below at least 14 days prior to the Annual General Meeting, i.e. at the latest by Tuesday, 8 June 2021, midnight (CEST):

Knaus Tabbert AG
- Legal department -
Helmut-Knaus-Straße 1
94118 Jandelsbrunn

or via e-mail at: hauptversammlung@knaustabbert.de

The Management Board may refrain from publishing a countermotion and its justification under the conditions specified in Section 126 paragraph 2 AktG.

The preceding sentences apply, mutatis mutandis, to election proposals pursuant to Section 127 AktG. However, election proposals by shareholders do not have to be substantiated. With the exception of cases falling under Section 126 paragraph 2 AktG, the Management Board may also refrain from publishing election proposals of shareholders if these

do not contain the disclosures pursuant to Section 124 paragraph 3 (4) AktG and Section 125 paragraph 1 (5) AktG.

Motions or election proposals of shareholders that are to be published pursuant to Sections 126 or 127 AktG shall be deemed to have been made at the Annual General Meeting if the shareholder making the motion or submitting the election proposal is legitimised and has registered for the Annual General Meeting.

Right to put questions pursuant to Section 1 paragraph 2 sentences 1 (3) and 2 of the Covid-19 Law, and Section 131 paragraph 1 AktG

Questions from shareholders must be submitted electronically no later than one day before the Annual General Meeting, i.e. no later than Monday, 21 June 2021, midnight (CEST), as described in section 1. No questions may be asked during the Annual General Meeting.

The Management Board shall provide information on questions submitted in due time concerning the company's affairs, to the extent that such information is necessary for a proper assessment of the item on the agenda. The obligation of the Management Board to provide information also extends to the legal and business relationships of the company with its affiliates, as well as to the situation of the Group and the companies included in the Consolidated Financial Statements, as the Consolidated Financial Statements and the Group Management Report are presented at the Annual General Meeting under item 1 of the agenda. The Management Board shall decide how to respond to questions at its professional discretion. In particular, it may group questions and answers. The Management Board may refrain from answering individual questions for the reasons stated in Section 131 paragraph 3 AktG.

8. Providing access to the speech of the Management Board

The company aims to enable shareholders to respond to the speech of the Management Board by putting forward questions. To this end, a preliminary manuscript of the speech of the Management Board and its key statements will be made available on the website of Knaus Tabbert AG (<https://www.knaustabbert.de/agm>) before 21 June 2021. The speech given during the Annual General Meeting may deviate from this preliminary manuscript, in particular if this becomes necessary due to current developments. The delivered speech shall have precedence over the written manuscript.

9. Confirmation of the vote count pursuant to Section 129 paragraph 5 AktG

Shareholders who participated in the voting may request a confirmation from the company within one month from the date of the Annual General Meeting as to whether and how their vote was counted. To request the confirmation of the vote count via the electronic system (AGM portal) provided on the website of Knaus Tabbert AG (<https://www.knaustabbert.de/agm>), you require your personal access data printed on your voting card. Further information on how to obtain this confirmation can be found on the website of Knaus Tabbert AG (<https://www.knaustabbert.de/agm>).

10. Information on the company website

The information pursuant to Section 124a AktG will be made available on the website of Knaus Tabbert AG at <https://www.knaustabbert.de/agm> from the date of convocation of the Annual General Meeting. The voting results will be announced after the Annual General Meeting on the website of Knaus Tabbert AG at <https://www.knaustabbert.de/agm>.

11. Total number of shares and voting rights at the time of convocation of the Annual General Meeting

At the time of convocation of this Annual General Meeting, Knaus Tabbert AG has issued a total of 10,377,259 no-par value shares, which in principle confer the same number of voting rights.

12. Data protection information for shareholders of Knaus Tabbert AG

As the controller, Knaus Tabbert AG, Helmut-Knaus-Straße 1, 94118 Jandelsbrunn, telephone: +49 (0)8583 / 21-1, e-mail: info@knaustabbert.de, processes personal data of shareholders and, where applicable, personal data of shareholder representatives (e.g. surname and first name, address, e-mail address, number of shares, share class, type of share ownership, access data of the voting card, powers of attorney/instructions, any questions submitted by the respective shareholder). The processing of personal data is legally required for the proper preparation and performance of the virtual Annual General Meeting, for the exercise of voting rights and for tracking during the electronic broadcast of the event. The legal basis for the processing of personal data is Art. 6 paragraph 1 sentence 1 lit. c of the EU General Data Protection Regulation (GDPR) in conjunction with Sections 67e and 118 et seq. AktG and Section 1 of the Covid-19 Law. In addition, data processing required for the organisation of the virtual Annual General Meeting may be performed on the basis of legitimate prevailing interests (Art. 6 paragraph 1 sentence 1

lit. f of EU GDPR). Knaus Tabbert AG or the service providers commissioned by the company generally obtain personal data of the shareholders via the registration office of the institute which the shareholders have commissioned with the custody of their shares (so-called custodian banks or last intermediaries). Knaus Tabbert AG will broadcast the virtual Annual General Meeting (Section 1 paragraph 2 sentence 1 of the Covid-19 Law) for its shareholders on the internet.

The service providers commissioned by Knaus Tabbert AG for the purpose of staging the virtual Annual General Meeting shall process the personal data of the shareholders or shareholder representatives exclusively in accordance with the instructions of Knaus Tabbert AG, and only to the extent as is necessary for the performance of the commissioned service. All employees of Knaus Tabbert AG and the employees of the commissioned service providers, who have access to and/or process personal data of shareholders or shareholder representatives, are bound by the obligation to treat this data confidentially. Furthermore, personal data of shareholders or shareholder representatives exercising their voting rights may be viewed by other shareholders or shareholder representatives within the scope of statutory provisions (in particular the list of participants according to Section 129 AktG). The same applies in connection with responses to any questions submitted in advance by shareholders or shareholder representatives (Section 1 paragraph 2 sentences 1 no. 3 and 2 of the Covid-19 Law). The company reserves the right to mention the names of questioners when responding to questions. Furthermore, personal data of shareholders or shareholder representatives will, under certain conditions, be published, or made accessible or available to other shareholders and shareholder representatives, in the case of motions for additions to the agenda, counter motions, election proposals or submitted objections in compliance with statutory provisions.

Knaus Tabbert AG shall erase the personal data of shareholders and shareholder representatives in accordance with statutory regulations, in particular if the personal data is no longer necessary for the original purposes of collection or processing, the data is no longer required in connection with any administrative or legal proceedings, and no statutory retention obligations exist.

According to statutory requirements, shareholders and shareholder representatives have the right to access their personal data, and to request the rectification or erasure of their personal data, or the restriction of processing. In addition, shareholders and shareholder representatives have the right to lodge a complaint with supervisory authorities. In the case of personal data processed on the basis of Art. 6 paragraph 1 sentence 1 lit. f GDPR, shareholders and shareholder representatives also have a right of objection in accordance with statutory requirements.

For any comments or queries regarding the processing of personal data, shareholders and shareholder representatives can contact the Data Protection Officer of Knaus Tabbert AG:

Mr Christian Volkmer
Data Protection Officer of Knaus Tabbert
c/o Projekt 29 GmbH & Co. KG
Ostengasse 14
93047 Regensburg
Telephone: +49 (0)941 / 298 6930
E-mail: c.volkmer@projekt29.de

Further information on data protection can be found on the website of Knaus Tabbert AG at <https://www.knaustabbert.de/en/data-privacy>.

Jandelsbrunn, May 2021

Knaus Tabbert AG
- The Management Board -