

Declaration of Compliance from the Management Board and the Supervisory Board of SAF-HOLLAND SE on the recommendations of the "Government Commission on the German Corporate Governance Code" pursuant to Section 161 of the German Stock Corporation Act (AktG)

The Management Board and Supervisory Board of SAF-HOLLAND SE ("**Company**") declare pursuant to 161 AktG that the Company has complied with all recommendations of the "Government Commission on the German Corporate Governance Code" in the version dated April 28, 2022 ("**GCGC**") published by the Federal Ministry of Justice in the official section of the Federal Gazette on June 27, 2022 since the last Declaration of Conformity was issued on December 14, 2023 and - with the following exception - continues to comply:

Recommendation C.10 sentence 1 1st alternative GCGC: According to recommendation C.10 sentence 1 1st alternative GCGC, the Chairman of the Supervisory Board should be independent of the Company and the Management Board. According to recommendation C.7 paragraph 2 4th indent GCGC, a member's membership of the Supervisory Board for more than 12 years should indicate a lack of independence from the Company and the Management Board.

Dr. Martin Kleinschmitt has been a member of the Supervisory Board of the Company in its current legal form as an SE under German law since July 1, 2020. Prior to this, Dr. Kleinschmitt was already a member of the Board of Directors of the Company in its previous legal form as an S.A. and as an SE under Luxembourg law. This membership of the Company's Board of Directors lasted from April 25, 2013 to June 30, 2020. It is not clearly defined whether membership of the Board of Directors of an S.A. or an SE under Luxembourg law is to be regarded as membership of the Supervisory Board within the meaning of recommendation C.7 paragraph 2, 4th indent GCGC. If this were to be affirmed, Dr. Kleinschmitt would have been a member of the Company's Supervisory Board for more than 12 years as of April 25, 2025.

Although the Management Board and Supervisory Board are of the opinion that membership of the Board of Directors of an S.A. or an SE under Luxembourg law is not to be regarded as membership of the Supervisory Board within the meaning of recommendation C.7 paragraph 2 4th indent GCGC, and they also see no concrete indications of a lack of independence in Dr. Kleinschmitt, a deviation from recommendation C.10 sentence 1 1st alternative GCGC is declared as a purely precautionary measure for the period from April 25, 2025.

The Management Board and Supervisory Board are of the opinion that Dr. Kleinschmitt's activities on the Company's Supervisory Board beyond the period of membership specified in the GCGC and his function as Chairman of the Supervisory Board are in the interests of the Company. In addition to his professional and personal qualifications as well as his experience, particularly in the management of supervisory bodies, he has a particularly profound knowledge of the Company due to his many years of service with the Company. The Management Board and Supervisory Board also expressly welcome the continuity associated with the person of Dr. Kleinschmitt.

Furthermore, the Management Board and Supervisory Board do not share the concern behind recommendation C.7 paragraph 2, 4th indent GCGC that the risk of conflicts of interest with regard to Dr. Kleinschmitt increases with increasing length of membership. The Supervisory Board continuously reviews the existence of conflicts of interest for all its members. It is not apparent to what extent such a risk should be assumed simply because a certain length of membership has been exceeded.

The Management Board and Supervisory Board point out that they consider both the Chairwoman of the Audit Committee and the Chairman of the Nomination and Remuneration Committee to be independent within the meaning of recommendation C.10 GCGC and that recommendation C.10 GCGC is therefore complied with in all other respects.

Bessenbach, December 11, 2024

The Management Board

The Supervisory Board