



All for One Group SE

Rita-Maiburg-Str. 40 in 70794 Filderstadt-Bernhausen, Germany
ISIN DE0005110001 / WKN 511000

German Corporate Governance Code Declaration of Conformity Pursuant to Section 161 of the German Stock Corporation Act [AktG]

The Management Board and Supervisory Board of All for One Group SE declare that since the last declaration of compliance dated 22 September 2019, All for One Group SE has complied with the recommendations of the German Government Commission for the German Corporate Governance Code in the version dated 7 February 2017 with the exceptions stated and justified in the declaration dated 22 September 2019 and in the update to the declaration of compliance dated 5 February 2020.

They further declare that the recommendations of the German Corporate Governance Code in the version dated 16 December 2019, published on 20 March 2020, are currently being complied with – subject to the following explanation – and will continue to be complied with in the future.

Section G.I. of the German Corporate Governance Code 2020 contains new recommendations on the remuneration of the Management Board:

G.1 (determining the remuneration system), G.2 – G.5 (determining total remuneration), G.6 – G.11 (determining the total amount of variable remuneration components), G.12 – G.14 (benefits granted at contract termination), G.15 (taking into account intra-group Supervisory Board remuneration) and G.16 (taking into account non-group Supervisory Board remuneration).

It is intended to take these recommendations into account in future when concluding, extending or amending the contracts of members of the Management Board.

Filderstadt, 29 September 2020

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