

## Declaration of conformity 2021

The Executive Board and the Supervisory Board of Bastei Lübbe AG declare pursuant to Section 161 of the German Stock Corporation Act that, save for the following exceptions, the recommendations of the German Corporate Governance Code in the version dated 16 December 2019 (published in the official section of "Bundesanzeiger" on 20 March 2020) will be complied with in the future and have been complied with since the last declaration of conformity was issued:

### Supervisory Board committees (D.2 to D.5)

The German Corporate Governance Code recommends that the Supervisory Board should form professionally qualified committees (D.2 to D.5). As the Supervisory Board has only three members, it has not formed any committees at present as there would be no difference in the identity of their members. The members of the Supervisory Board thus hold joint responsibility for making decisions on all matters. If the Supervisory Board is enlarged in the future, a decision will be made on the formation of committees.

### Publication of the consolidated financial statements and management report (F.2)

Contrary to the recommendation in F.2, the consolidated financial statements and the management report for fiscal year 2020/2021 will not be made publicly available within 90 days of the end of the fiscal year due to the processes related to the audit of the annual financial statements.

### Variable remuneration of Executive Board members (G.10 Sentence 2)

The German Corporate Governance Code recommends that long-term variable remuneration components granted should be accessible to Executive Board members only after a period of four years. In view of the Company's business strategy and the business cycle, a period of three years until the accessibility of the long-term variable remuneration components is considered appropriate.