

Convenience Translation  
Only the German versions shall be binding!

**Declaration of Conformity by the Managing Board**  
**and the Supervisory Board of Schaeffler AG**  
**pursuant to § 161 of the German Stock Corporation Act (AktG)**

Since making its last declaration of conformity in December 2024 Schaeffler AG complies, and will continue to comply, with all the recommendations of the Government Commission on the German Corporate Governance Code in the version of April 28, 2022, published by the Federal Ministry of Justice and Consumer Protection in the official section of the Federal Gazette (Bundesanzeiger), with the exception described below:

Schaeffler AG does not comply with the recommendation in section C.2. According to this recommendation, an age limit shall be set for the members of the Supervisory Board and stated in the declaration on corporate governance.

The Supervisory Board of Schaeffler AG will not set such age limit because it is of the opinion that this criterion is not informative with respect to the suitability of a person to perform as a member of the Supervisory Board.

Herzogenaurach, December 19, 2025

For the Supervisory Board  
sgd. Georg F. W. Schaeffler

For the Board of Managing Directors  
sgd. Klaus Rosenfeld