

Translation for convenience only!
Only the German version 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)

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*) on June 27, 2022, 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.

Furthermore, since making its last declaration of conformity in December 2021 Schaeffler AG has complied with all the recommendations of the Government Commission on the German Corporate Governance Code in the version of December 16, 2019, published by the Federal Ministry of Justice and Consumer Protection in the official section of the Federal Gazette (*Bundesanzeiger*), with the following exception:

Schaeffler AG has not complied 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.

Schaeffler AG has not complied with the recommendation in section C.4. According to this recommendation, a Supervisory Board member who is not a member of any Management Board of a listed company shall not accept more than five Supervisory Board mandates at non-group listed companies or comparable functions, with an appointment as Chair of the Supervisory Board being counted twice.

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The explanation for the deviation from Recommendation C.4 at that time was as follows. Prof. TU Graz e.h. KR Ing. Siegfried Wolf was elected Chairman of the Supervisory Board of Vitesco Technologies Group Aktiengesellschaft on October 4, 2021. As a result, Prof. TU Graz e.h. KR Ing. Siegfried Wolf had exceeded the maximum number of supervisory board mandates recommended by recommendation C.4. Prof. TU Graz e.h. KR Ing. Siegfried Wolf has resigned from one of his Supervisory Board mandates with effect as of December 31, 2021. Due to the only temporary exceeding of the recommended maximum number of mandates, the Supervisory Board had not considered its appropriate composition affected.

Herzogenaurach, December 16, 2022

For the Supervisory Board

sgd.
Georg F. W. Schaeffler
Chairman of the Supervisory Board

For the Board of
Managing Directors

sgd.
Klaus Rosenfeld
Chief Executive Officer