

Corporate Governance Declaration in accordance with Section 289a of the German Commercial Code (HGB)

Pursuant to Section 76 (4) of the German Stock Corporation Act (AktG) and Section 111 (5) of the German Stock Corporation Act (AktG), LÄPPLE AG, as a co-determined company, is obliged to set targets for the proportion of women in management positions. The Management Board and the Supervisory Board have passed corresponding resolutions under their respective responsibility:

Board resolution on the target for the proportion of women below the Board of Management:

For the two management levels below the Executive Board – i.e. the second and third management levels in the company – the Executive Board has decided on a target of 0% by December 31, 2029, taking into account the actual quota of 0% as of January 1, 2025.

Supervisory Board resolutions on the target figure in the Management Board and the Supervisory Board:

- Taking into account the existing actual quota of 50%, a target of 0% has been set for the Management
- Board of LÄPPLE AG by 31 December 2029. Taking into account the actual quota of 8%, a target of 8% was set for the Supervisory Board by 31 December 2029.

Justification and strategic classification:

The Management Board of LÄPPLE AG recognises the employment and promotion of women – especially in management positions – as a natural and integral part of a diverse corporate culture. He sees this as an important opportunity for the further development of the company. The future promotion of women in management functions and downstream leadership roles is a declared goal. The compatibility of work and family life is to be specifically supported.

At the same time, the Executive Board emphasizes that open management positions are always filled with the most suitable person professionally and personally, regardless of gender. Personnel decisions in key positions are made taking into account competence, qualifications and business continuity – a change based solely on gender is therefore excluded.

As of: January 2025



Stephan Itter
Speaker of the Board (CEO)
LÄPPLE AG



Veronika Zelger
Chief Financial Officer (CFO)
LÄPPLE AG

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we love technology

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Veronika Zelger
Head of Supervisory Board
Wolfgang Leimgruber

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