

**Declaration of the Executive Board and the Supervisory Board of
FUCHS PETROLUB SE**

**concerning the recommendations by the
„Government Commission on the German Corporate Governance Code“
pursuant to section 161 of the German Stock Corporation Act (AktG)**

On 11 December 2020 the Executive Board and the Supervisory Board of FUCHS PETROLUB SE agreed to issue the following declaration of compliance:

Since issuing its last declaration of compliance on 16 December 2019, FUCHS PETROLUB SE has complied with all recommendations set forth in the German Corporate Governance Code dated 7 February 2017 published in the official part of the Federal Gazette (*Bundesanzeiger*) on 24 April 2017 by the Germany Ministry of Justice. FUCHS PETROLUB SE intends to continue complying with the recommendations of the German Ministry of Justice as published on 20 March 2020 in the official part of the Federal Gazette as per the version of the German Corporate Governance Code dated 16 December 2019, with the following exception:

Recommendation G.11 sentence 2 is not followed.

The variable remuneration for the members of the Executive Board is based on a specific calculation formula that is geared towards the long-term development of the Company. Associated with the Executive Board members' obligation to invest more than half of their long-term incentive in preference shares of the Company and to hold these shares for at least four years, the variable remuneration of the Executive Board members is directly linked to the economic development of the Company. In addition, there are the statutory possibilities to withhold or reclaim components of the compensation.

Mannheim, 11 December 2020

Dr. Kurt Bock
Chairman of the Supervisory Board

Stefan Fuchs
Chairman of the Executive Board