



DIVERSITY CONCEPT

The Supervisory Board does not pursue a (abstract) diversity concept regarding the composition of the Executive Board and the Supervisory Board. As already stated in the Code Recommendation 5.4.1 Paragraph 2, Sentences 1 and 2 of the declaration of conformity of the Executive Board and the Supervisory Board, the Supervisory Board considers diversity as an important goal in general, in addition to the other goals mentioned therein, and takes it into consideration for specific staffing decisions. However, the Supervisory Board does not consider it appropriate and productive to stipulate general abstract objectives regarding the composition of a controlling body of a technology-oriented corporation of the size of R. STAHL AG. This also applies to diversity. Here, the competence and the specific needs regarding the respective staffing situation must be decisive in the preparation of proposals to the Annual General Meeting. In the opinion of the Supervisory Board, the same applies to the composition of the Executive Board.

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