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AGENDA 2021

INVITATION TO THE ANNUAL
GENERAL MEETING 2021
JOST WERKE AG

Invitation to the Annual General Meeting 2021

**JOST Werke AG
Neu-Isenburg**

**WKN JST400
ISIN DE000JST4000**

We invite our shareholders to JOST Werke AG's
Annual General Meeting
on Thursday, May 6, 2021, at 9:00 h (CEST).

The Annual General Meeting this year is held as a virtual general meeting without the physical presence of the shareholders or their proxy holders.

Place of the Annual General Meeting within the meaning of the German Stock Corporation Act:
The premises of the Company at Siemensstrasse 2, 63263 Neu-Isenburg, Germany.

This document represents the English translation of the German "Einladung zur ordentlichen Hauptversammlung 2021" which is the sole binding version.

I. AGENDA

- 1. Presentation of the adopted annual financial statements and the approved consolidated financial statements, the combined management report (including the explanatory report of the Executive Board regarding information relevant to acquisitions), the report of the Supervisory Board, and the proposal of the Executive Board for the appropriation of the net retained profits, all for the fiscal year ending on December 31, 2020**

These documents will be available on the Company's website at <http://ir.jost-world.com/agm> from the day that the Annual General Meeting is convened. They will also be displayed on the Company's website during the Annual General Meeting.

The annual financial statements for the 2020 fiscal year drawn up by the Executive Board on March 17, 2021 were approved by the Supervisory Board in accordance with section 172 sentence 1 of the German Stock Corporation Act (Aktiengesetz - "AktG") on March 18, 2021; the annual financial statements are thus adopted. The Supervisory Board approved the consolidated financial statements at the same time. A resolution of the Annual General Meeting to adopt the annual financial statements or to approve the consolidated financial statements pursuant to section 173 AktG is therefore not required.

- 2. Resolution on the appropriation of the net retained profits for the 2020 fiscal year**

The Executive Board and the Supervisory Board propose that the net retained profits (*Bilanzgewinn*) of EUR 14,900,000.00 reported in the annual financial statements for the 2020 fiscal year be allocated as follows:

Distribution of a dividend of EUR 1.00 per no-par share entitled to dividends, totaling	EUR	14,900,000.00
Carryforward to new account	EUR	0.00
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Net retained profits (<i>Bilanzgewinn</i>)	EUR	14,900,000.00

If the proposed resolution is adopted, the following shall apply to the payment of the dividend: Since the dividend will be paid in full from the tax contribution account within the meaning of section 27 of the Körperschaftsteuergesetz ("KStG" – German Corporation Tax Law), the payment will be made without deduction of capital gains tax and solidarity surcharge. For domestic shareholders, the dividend is not subject to taxation. A tax refund or a tax credit option is not associated with the dividend.

Pursuant to section 58 para. 4 sentence 2 AktG the dividend will be paid on the third business day following the Annual General Meeting adopting the proposed resolution, i.e. on May 11, 2021.

3. Resolution on the formal approval of the actions of the members of the Executive Board for the 2020 fiscal year

The Executive Board and the Supervisory Board propose granting formal approval of the actions of the members of the Executive Board in office during the 2020 fiscal year for this period.

4. Resolution on the formal approval of the actions of the members of the Supervisory Board for the 2020 fiscal year

The Executive Board and the Supervisory Board propose granting formal approval of the actions of the members of the Supervisory Board in office during the 2020 fiscal year for this period.

5. Resolution on the approval of the remuneration system for the members of the Executive Board

Pursuant to section 120a para. 1 AktG, the General Meeting must resolve on the approval of the remuneration system for the members of the Executive Board presented by the Supervisory Board whenever there is a significant change in the remuneration system, but at least every four years.

Pursuant to section 87a para. 1 AktG, the Supervisory Board adopted the remuneration system for the members of the Executive Board in its meeting on March 18, 2021, which is now presented to the Annual General Meeting for approval.

The remuneration system for the members of the Executive Board is reproduced in section "II. Information" under section "Remuneration system for the members of the Executive Board".

The Supervisory Board proposes that the remuneration system for the members of the Executive Board be approved.

6. Resolution on the approval of the compensation for the members of the Supervisory Board

Pursuant to section 113 para. 3 AktG, the General Meeting must resolve on the compensation of the members of the Supervisory Board every four years. The current compensation of the Supervisory Board is stipulated in section 15 of the Articles of Association as purely fixed compensation.

After a thorough review, the Executive Board and the Supervisory Board have come to the conclusion that the amount of compensation and the concrete design of the compensation system for the Supervisory Board are appropriate with regard to the task of the members of the Supervisory Board and the situation of the Company and serve the interests of JOST Werke AG.

The Executive Board and the Supervisory Board propose to approve the compensation of the members of the Supervisory Board covering the system on which this compensation is based.

The wording of section 15 of the Articles of Association stipulating the compensation system and the description of the underlying compensation system can be found in the following section "II. Information" under section "Compensation of the Supervisory Board".

7. Election of the auditor for the 2021 fiscal year

Supported by the recommendation of the Audit Committee, the Supervisory Board proposes that PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft, Frankfurt am Main, be elected as the auditor of the annual and consolidated financial statements for the 2021 fiscal year.

II. INFORMATION

Documents listed under agenda item 1

From the date of convening the Annual General Meeting, the documents listed under agenda item 1 are available on the Company's website at <http://ir.jost-world.com/agm>. All documents will also be available for download during the Annual General Meeting on May 6, 2021, which will be held as a virtual general meeting without the physical presence of shareholders or their proxy holders.

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Remuneration system for the members of the Executive Board

1. Corporate strategy and main features of the remuneration system

JOST is committed to a responsible and transparent corporate governance geared to a sustainable and long-term development of the Company and the achievement of lasting operational success and a continuous increase of its value. The objective of corporate governance is to establish a balance between the requirements of the economy, ecology and society with a view to sustainable growth. Achieving a sustainable balance is the core element of the Company's corporate strategy.

The remuneration system for the Executive Board is therefore designed to promote the implementation of the corporate strategy in consideration of its duties and responsibilities. In its entirety and based on its individual elements, the remuneration system makes a significant contribution to promoting and implementing the corporate strategy by providing incentives for a sustainable and value-oriented development of the Company and by taking into account the interests of shareholders, customers, employees, business partners, the environment and society as stakeholders.

The remuneration system is structured in a clear and comprehensible manner. It is in line with the requirements of the German Stock Corporation Act (in the version of December 12, 2019) and, unless the Company declares any deviation, reflects the recommendations contained in the German Corporate Governance Code in the version of December 16, 2019 ("GCGC"). The remuneration systems ensures that the Supervisory Board is able to react to organizational changes and to respond flexibly to changed market conditions. To the extent permitted by law, the Supervisory Board wishes to offer the members of the Executive Board remuneration that is both in line with the market and competitive, in order to be able to recruit and retain outstanding individuals for the Company also in the future.

The Supervisory Board determines the specific remuneration for each Executive Board member on the basis of the remuneration system. In doing so, the Supervisory Board takes into account the following essential conditions:

- The remuneration of the Executive Board members is to bear an appropriate relationship to their duties and performance.
- The remuneration of the Executive Board members is not to exceed the customary level of remuneration without specific reasons. The remuneration is to take into account specifically the size, complexity and economic situation of the Company and the level of the remuneration of its employees.
- The portion of the variable remuneration related to the achievement of long-term targets is to exceed the portion from short-term targets with the aim of aligning the remuneration of the Executive Board members specifically to the long-term development of the Company.
- The individual performance of an Executive Board member is to be taken into account appropriately and success is to be rewarded. Failure to achieve targets is to result in an appropriate reduction in the variable remuneration. However, the remuneration structure is not to encourage Executive Board members to take inappropriate risks.

2. Resolution of the Annual General Meeting, application and assessment of the remuneration system

The Supervisory Board develops and decides upon the remuneration system in compliance with the statutory provisions and by taking into account the recommendations and suggestions contained in the GCGC. In doing so, the Supervisory Board is supported by its executive and nomination committee. The measures provided for in the Supervisory Board's rules of procedure for preventing and dealing with conflicts of interest will be complied with.

The Supervisory Board assesses the appropriateness of the remuneration system by making an external comparison with the remuneration of Executive Board members of comparable companies. For the purposes of the external comparison, the Supervisory Board makes in particular a sector comparison in order to assess the appropriateness and customary level of the remuneration. Accordingly, apart from the size of the Company and its geographical location, the peer companies are chosen based on the sector in which they operate. The Supervisory Board has deliberately refrained from adopting a fixed and static definition of a peer group, as the Supervisory Board is of the opinion that providing for such a link to a pre-defined peer group can lead to results that are inappropriate.

In assessing whether the remuneration is appropriate, the Supervisory Board also takes into account the circumstances within the Company. In view of the heterogeneity of the remuneration structure within the Company as a whole, the Supervisory Board refrains from making a formal internal comparison of the remuneration of the Executive Board members with those of a fixed group of managers defined for this purpose, but does take into account the general remuneration practices within the Company.

If necessary, the Supervisory Board may call upon external consultants, taking care that they are independent from the Executive Board and the Company when appointing them.

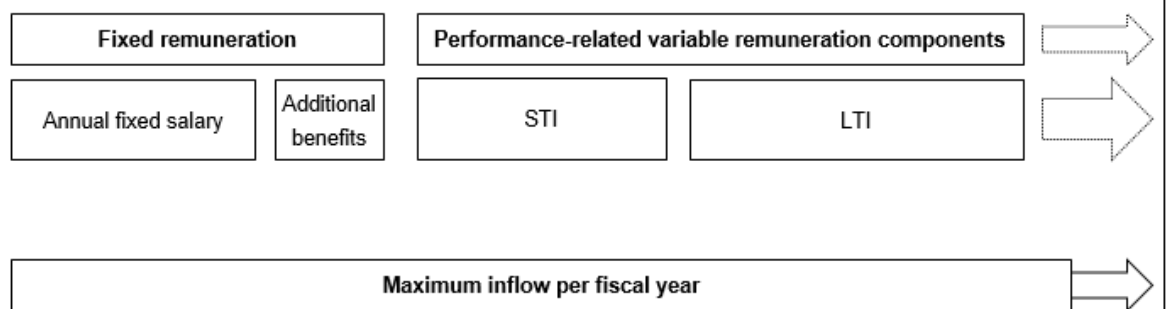
The remuneration system decided upon by the Supervisory Board on March 18, 2021 will be presented to the Annual General Meeting 2021 for approval.

The present remuneration system has been valid from the date of its adoption by the Supervisory Board and has since been applied to new appointments and renewals of service contracts. The remuneration system is in principle implemented as part of the service contracts of Executive Board members.

The appropriateness of the remuneration components is reviewed by the Supervisory Board annually.

3. Remuneration components, target total remuneration and maximum remuneration

The total remuneration for each Executive Board member consists of fixed, non-performance related and performance-related, variable components. The fixed remuneration comprises the annual fixed salary and additional benefits (fixed remuneration). The performance-related variable remuneration comprises a one-year component (Short Term Incentive, STI) and a component over several years (Long Term Incentive, LTI).



a. Fixed remuneration: annual fixed salary and additional benefits

Each Executive Board member receives an annual fixed salary, payable in cash in twelve equal instalments at the end of each calendar month.

Further components of the fixed remuneration include additional benefits, such as the provision of a Company car, inclusion in an accident insurance and an allowance for health and nursing insurance. In addition, Executive Board members have the opportunity to use, in addition to the annual fixed salary, an amount equal to 20% of the annual fixed salary in each full fiscal year for the purpose of an occupational pension by way of deferred remuneration.

Furthermore, the Company takes out and maintains appropriate D&O insurance to protect the Executive Board members against risks arising from their professional activities for the Company within the meaning of section 93 para. 2 AktG.

b. Performance-related variable remuneration components; target total remuneration

The performance-related variable remuneration components comprise STI and LTI. The performance-related variable remuneration components depend on the achievement of financial and non-financial targets of the Company and its direct and indirect equity interests (collectively, the “JOST Werke Group”).

The amounts of STI and LTI result from the “total bonus” the amount of which depends on a financial component and a non-financial component and which is determined by the Supervisory Board for each fiscal year that has ended. With a view to a development of the Company that is sustainable, successful and in line with the interests of stakeholders and the aim of setting remuneration for the Executive Board that is appropriate to the situation of the Company, the Supervisory Board agrees with each Executive Board member on the relative proportions of financial and non-financial components in the service contract of the Executive Board member as a result of which their relative proportion for setting the “total bonus” may vary. Accordingly, percentage ranges are provided for determining the level of the two components and the resulting proportion of the components.

The “total bonus” forms the basis for calculating STI and LTI and is determined as the sum of the financial and non-financial components as follows:

<u>Financial component:</u>	0.25% to 0.65% of the adjusted consolidated EBITDA of the JOST Werke Group, depending on the achievement of the EBITDA target defined by the Supervisory Board prior to the start of each fiscal year (EBITDA Target);
<u>Non-financial component:</u>	0.03% to 0.28% of the adjusted consolidated EBITDA of the JOST Werke Group, depending on the achievement of the targets defined by the Supervisory Board prior to the start of each fiscal year in the areas environment, social and governance (so called ESG Targets).

The proportion of the Financial component and the Non-financial component to each other ranges from 70-90% to 10-30%.

The target total remuneration corresponds to the sum of the fixed remuneration and the “total bonus” for the relevant fiscal year in the event of a 100% achievement of the EBITDA Target and the ESG Targets and is determined by the Supervisory Board prior to the start of each fiscal year. The amount of the “total bonus” in the event of a target achievement of 100% and the relative proportions of financial component and non-financial component are to be chosen in the service contracts of Executive Board members such that during the term of the relevant contracts the remuneration components will – with reference to the target total remuneration – presumably as a rule remain within the following ranges:

- Fixed remuneration: 33% to 60%;
- STI: 20% to 30%;
- LTI: 25% to 40%.

The above will be based on an expenditure-related approach (*aufwandsbezogene Betrachtung*).

The target values to be used for determining the “total bonus” for each fiscal year will be established by the Supervisory Board for the Executive Board prior to the start of the relevant fiscal year, following consultation of the Executive Board and in consideration of the long-term plans of the Executive Board and the overall economic situation of the Company as well as the market environment and in particular the strategic objectives of the Company (including its sustainability strategy).

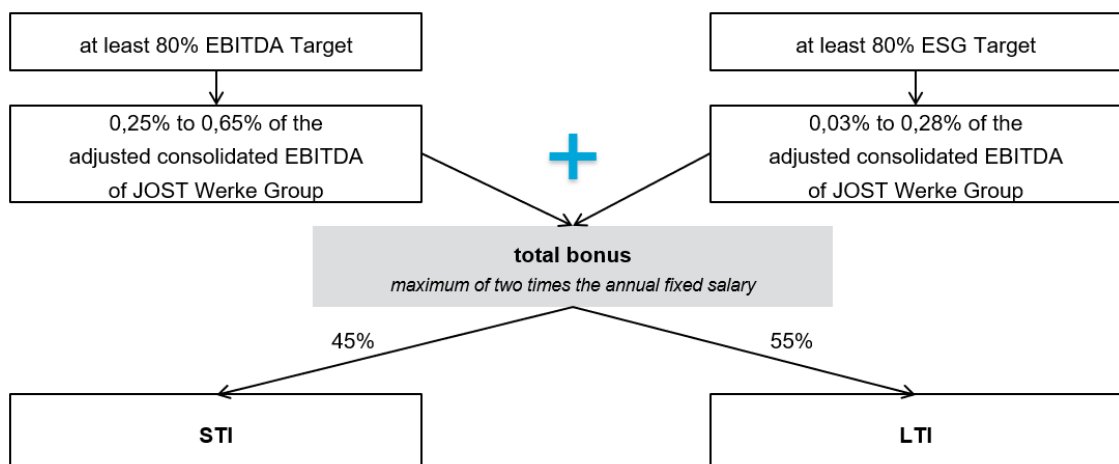
Prior to the start of each fiscal year a target value for the adjusted consolidated EBITDA of the JOST Werke Group is determined by the Supervisory Board for the Executive Board. This target value will be the EBITDA Target on the achievement of which the financial component of the “total remuneration” depends.

The ESG Targets from which the Supervisory Board may choose prior to the start of each fiscal year and on which the Non-financial component of the “total remuneration” depends include climate protection, circular economy, sustainable supply chains, good working conditions, product quality & customer satisfaction, good corporate governance and innovation & digitalization. From this catalog the Supervisory Board may choose and define up to three ESG Targets in more detail for the Executive Board, which may include e.g. concrete requirements for CO₂ emissions or recycling rates. The Supervisory Board is at liberty to focus on one ESG target; the Supervisory Board is further at liberty to define, prior to the start of a fiscal year, further ESG Targets from which it may choose.

Both the EBITDA Target and the ESG Targets are subject to a target achievement of 80% as a lower limit. If the degree of target achievement ascertained by the Supervisory Board in a given fiscal year is to less than 80% for both the EBITDA Target and the ESG Targets that have been chosen, there is no entitlement – whether in full or on a pro rata basis – to variable remuneration.

The “total bonus” amounts to a maximum of two times the annual fixed salary (cap).

The STI in an amount of 45% and the LTI in an amount of 55% are derived from the “total bonus”. As provided for in G.6 GCGC, the LTI exceeds the STI proportion.



i. Short-term remuneration component (STI)

The STI amounts to 45% of the “total bonus” to be determined by the Supervisory Board for each fiscal year that has ended and is fully granted in cash.

After the end of the fiscal year, the Supervisory Board ascertains the actual STI target achievement by the Executive Board. The STI is due for payment within two weeks after adoption of the consolidated and audited annual financial statements of the JOST Werke Group for the fiscal year that has ended.

ii. Long-term remuneration component (LTI)

The LTI amounts to 55% of the “total bonus” to be determined by the Supervisory Board for each fiscal year that has ended. The LTI represents the long-term success of the JOST Werke Group reflected in the share price of the Company over a period of four years and is granted in cash.

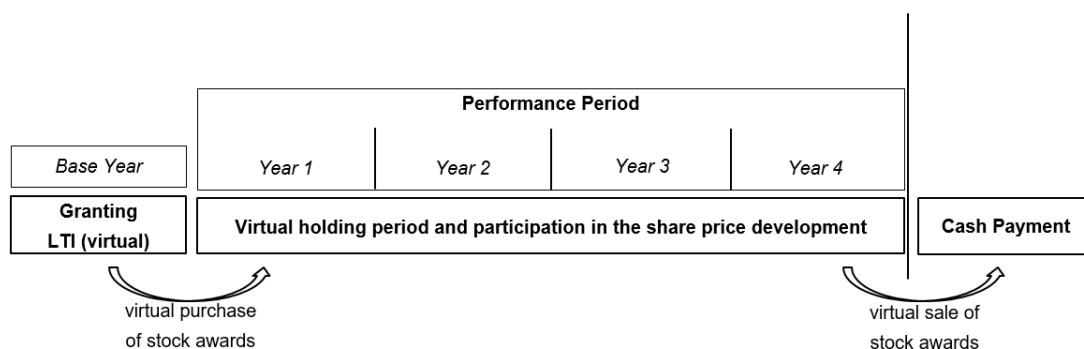
At the end of the fiscal year in respect of which the “total bonus” is allocated (base year), the LTI is virtually invested in stock of the Company (stock awards). The purchase price that is used for the stock awards is the volume-weighted average price of the share of the Company in XETRA trading at the Frankfurter Stock Exchange during the last 60 trading days of the base year.

After expiration of the four fiscal years following the base year, the stock awards will automatically be sold virtually. The price that is used for selling the stock awards is the volume-weighted average price of the share of the Company in XETRA trading at the Frankfurter Stock Exchange during the last 60 trading days of the fourth fiscal year following the base year.

The virtual sales proceeds resulting from this will be due for payment within two weeks after the adoption of the consolidated and audited annual financial statements of the JOST Werke Group for the fourth fiscal year following the base year.

Any dividends distributed in the period between the virtual investment and the virtual sale of stock awards will be treated in each case as if re-investments in stock awards had been made at the price of the XETRA closing auction on the date of the distribution; the number of stock awards will increase accordingly.

Any distortions of the share price that are caused technically will be corrected when the amount actually due to be paid out is calculated. The Supervisory Board will make the corrections required in an individual case and, in doing so, will strive to establish equality with a real investor.



c. Maximum remuneration, inflow cap and adjustment option

The remuneration amounts expended in the aggregate for each Executive Board member (fixed remuneration and variable remuneration components) in each fiscal year are limited as follows (maximum remuneration within the meaning of section 87 para no. 1 AktG):

- Chairman of the Executive Board (CEO): EUR 2.5million;
- Other members of the Executive Board: EUR 1.7million.

The above will be based on an expenditure-related approach (*aufwandsbezogene Betrachtung*).

If the remuneration for any fiscal year should exceed this upper limit, the variable remuneration components will be reduced accordingly.

In addition, in view of the fact that the LTI will only be paid out upon expiration of the fourth fiscal year following the base year, the remuneration of each Executive Board member is limited, with respect to the inflow in any fiscal year, to an amount five times the annual fixed salary on 31 December of the immediately preceding fiscal year (inflow cap (*Zufluss-Cap*)). If the remuneration in any fiscal year should exceed this cap, the variable remuneration components to be received in such fiscal year will be reduced accordingly.

If the situation of the Company deteriorates to such an extent that the granting of the remuneration to an Executive Board member in the amount originally set by the Supervisory Board would constitute an inequity for the Company within the meaning of section 87 para. 2 AktG, the Supervisory Board may temporarily deviate from the remuneration system and reduce the remuneration to an appropriate amount.

Furthermore, the Supervisory Board may, at its equitable discretion, make a positive or negative correction adjustment with respect to all variable remuneration components if it is of the opinion that the calculation of the respective variable remuneration component does not properly reflect the Company's performance, the achievement of its strategic objectives and/or the contribution to performance made by the Executive Board member due to extraordinary developments. Generally unfavorable market developments are expressly not to be deemed to be extraordinary developments during any fiscal year. Any such deviations or extraordinary developments will be presented and explained in the remuneration report in a comprehensible and transparent manner.

d. Other provisions

If an Executive Board member assumes supervisory board mandates, memberships on executive boards, managing director positions or similar positions in enterprises affiliated with the Company within the meaning of section 15 AktG or any activities in associations or honorary offices at the Company's request, any claims to remuneration will be deemed fully settled by payment of the annual fixed salary and/or any remuneration paid will be fully set off against the annual fixed salary.

If an Executive Board member performs such tasks outside of enterprises affiliated with the Company within the meaning of section 15 AktG, the Supervisory Board decides, at the time when prior approval is given, whether and to what extent any remuneration paid is to be set off.

e. Arrangements in the case of contract commencement and contract termination during a fiscal year

If a service contract of an Executive Board member commences or ends during a fiscal year, all remuneration components are granted on a *pro rata* basis with respect to the period of service completed in that fiscal year. Even if the Executive Board service contract ends, the provisions on payment dates and calculations contained therein remain in force with respect to any remuneration components that are still outstanding at such time.

In deviation from the above, all stock awards (including any re-investments attributable to stock awards) are forfeited which have been granted, or would have been granted, for the last 12 months prior to the date on which the Executive Board service contract effectively ends prematurely because

- the Executive Board member has terminated the service contract or requested a premature cancellation in the absence of good cause for which the Company is responsible (section 626 of the German Civil Code (BGB)), or
- the Executive Board service contract is terminated for good cause for which the Executive Board member is responsible (section 626 of the German Civil Code (BGB)).

In the case of a termination during a fiscal year, any stock awards which have been allocated for the penultimate base year are forfeited on a *pro rata* basis to the extent that the Executive Board service contract terminates prior to the end of that fiscal year. Any other cases of a premature termination of an Executive Board service contract do not result in forfeiture. In the event of the death of an Executive Board member, all stock awards become due immediately and are paid out within 30 days.

The Supervisory Board may provide in Executive Board service contracts that in particular in the following cases variable remuneration components may be retained or reclaimed in full or in part:

- in the case of any willful or grossly negligent violation of statutory duties or any violation of internal guidelines of the Company (compliance claw-back);
- in cases where any variable remuneration components that are linked to the achievement of certain targets were improperly paid out on the basis of incorrect data (performance claw-back).

In the event of a premature termination of a service contract without good cause, payments, if any, to be made to an Executive Board member including additional benefits are limited to a maximum of two annual remuneration amounts (severance cap) and may, in the aggregate, not exceed the remuneration payable for the remaining term of the Executive Board service contract. The severance cap is to be calculated on the basis of the total remuneration of the previous fiscal year.

No commitments are made in the event of a premature termination of the services on the Executive Board due to a change of control.

The Supervisory Board may conclude a post-contractual non-compete agreement with any Executive Board member. In such a case the severance pay is to be set off against the compensation for non-competition.

4. Reporting

The Executive Board and the Supervisory Board prepare a remuneration report each year in accordance with statutory provisions. In this report the Supervisory Board explains in a transparent and comprehensible manner which performance criteria were applied, how they were applied, and how the respective amount of the variable remuneration components is calculated.

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Compensation of the Supervisory Board

Section 15 of the Articles of Association stipulating the remuneration reads as follows:

- (1) The members of the Supervisory Board shall receive a fixed compensation payable after the end of the fiscal year in the amount of EUR 50,000 (in words: Euro fifty thousand). The chairman of the Supervisory Board shall receive three times, his deputy one and a half times this amount.*
- (2) Serving members of the Supervisory Board's committees receive an additional compensation of EUR 20,000 (in words: Euro twenty thousand) as chairman of a committee and of EUR 10,000 (in words: Euro ten thousand) for other members of a committee.*
- (3) Members of the Supervisory Board who hold their office in the Supervisory Board or who hold the office as chairman only during a part of the fiscal year shall receive a corresponding portion of the compensation.*
- (4) In addition to the compensation paid pursuant to the foregoing paragraphs, the Company shall reimburse the members of the Supervisory Board for their reasonable out-of-pocket expenses incurred in the performance of their duties as Supervisory Board members as well as the value added tax on their compensation and out-of-pocket expenses.*
- (5) The Supervisory Board members shall be included, where existing, in a D&O liability insurance for board members maintained by the Company in the Company's interests that will provide reasonable coverage against financial damages. The premiums for this insurance policy shall be paid by the Company.*

The system underlying the Supervisory Board remuneration is as follows:

The Supervisory Board remuneration is purely a fixed remuneration in accordance with suggestion G.18 sentence 1 of the German Corporate Governance Code. No variable remuneration components exist.

The fixed remuneration currently amounts to EUR 50,000 per annum, with the chairman of the Supervisory Board receiving three times and his deputy one and a half times this amount. Furthermore, the chairman of a committee receives an additional annual remuneration of EUR 20,000 and every other member of a committee receives an additional amount of EUR 10,000. In accordance

with recommendation G.17 of the German Corporate Governance Code, this arrangement appropriately takes into account the greater time commitment of the chairman and deputy chairman of the Supervisory Board and that of the chairman of committees and their members. No attendance fee is paid. There are no remuneration-related agreements between the Company and the members of the Supervisory Board going beyond the provisions of the Articles of Association.

There is no additional remuneration in the event of a departure of a Supervisory Board member or any arrangement for a remuneration after the mandate has ended. Supervisory Board members who were not active during the entire fiscal year will receive a pro rata remuneration.

JOST Werke AG reimburses Supervisory Board members for out-of-pocket expenses reasonably incurred in the performance of their duties as Supervisory Board members as well as any value added tax which may be payable on their remuneration and out-of-pocket expenses.

In addition, the members of the Supervisory Board are included in a D&O liability insurance for board members maintained by the Company and for which premiums are paid by JOST Werke AG.

The structure of the Supervisory Board remuneration, providing exclusively for a fixed remuneration, strengthens the independence of its members. In terms of amount, the remuneration for the members of the Supervisory Board is in line with market standards as shown by the remuneration of members on supervisory boards of other listed companies in Germany. Thus, the long-term development of JOST Werke AG is promoted by the remuneration for the members of its Supervisory Board.

The Supervisory Board reviews at regular intervals, but at least every four years, whether the remuneration of its members is still appropriate to their tasks and the situation of the Company. The Supervisory Board may perform a horizontal market comparison and/or a vertical comparison with the remuneration of the Company's employees. As a rule, in view of the special work performed by the Supervisory Board, no vertical comparison with the remuneration of the Company's employees is used when the Supervisory Board remuneration is reviewed. Depending on the result of the review, the Supervisory Board may, together with the Executive Board, submit a proposal for an adjustment of the Supervisory Board remuneration to the Annual General Meeting.

The rules for dealing with conflicts of interest set out in the rules of procedure for the Executive Board and the Supervisory Board will be complied with in the procedures for determining and implementing as well as reviewing the remuneration system.

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III. ADDITIONAL INFORMATION CONCERNING THE CONVENING OF THE ANNUAL GENERAL MEETING

1. Total number of shares and voting rights

On the date that this Annual General Meeting is convened, the share capital of the Company amounts to EUR 14,900,000.00 and is divided into 14,900,000 non-par bearer shares, each of which gives one vote. The Company holds no treasury shares at the time that the Annual General Meeting is convened. Therefore, the total number of shares entitled to vote at the time that the Annual General Meeting is convened amounts to 14,900,000 shares.

2. Virtual Annual General Meeting and exercisable shareholder rights

As a result of the ongoing COVID-19 pandemic, it is not possible with sufficient certainty to hold the Annual General Meeting of the Company as an event with the physical presence of the shareholders or their proxy holders.

The legislators responded to the COVID-19 pandemic's impacts by enacting the "Act Concerning Measures in Company, Cooperative, Association, Foundation and Home-Ownership Law to Combat the Effects of the COVID-19 Pandemic" (Gesetz über Maßnahmen im Gesellschafts-, Genossenschafts-, Vereins-, Stiftungs- und Wohnungseigentumsrecht zur Bekämpfung der Auswirkungen der COVID-19-Pandemie, Federal Law Gazette [Bundesgesetzblatt, BGBl.] I 2020, p. 570; amended on December 22, 2020, Federal Law Gazette [Bundesgesetzblatt, BGBl.] I 2020, 3328 et seq., in the following "PandemieG"). Section 1 of the PandemieG provides, inter alia, for a temporary relaxation of the rules for the general meeting of a stock corporation such as our Company, including the option to hold a general meeting without the physical presence of the shareholders or their proxy holders.

The Executive Board, with the approval of the Supervisory Board, has made use of this option and will hold the Annual General Meeting of the Company as a virtual meeting without the physical presence of the shareholders or their proxy holders.

For this year's Annual General Meeting, this means, in particular, the following:

- The location of the meeting for the purposes of the German Stock Corporation Act is the Company's business premises at Siemensstrasse 2, 63263 Neu-Isenburg, Germany. Among others, the chairman of the meeting, the Company's Executive Board and the notary, who will be taking the minutes of the Annual General Meeting, as well as the voting rights proxy holders designated by the Company, will all be present on the Company's business premises during the Annual General Meeting.
- It is not possible for shareholders or their proxy holders to participate at the above location. A video and audio transmission of the Annual General Meeting will be provided to all properly registered shareholders and their proxy holders via the Company's password-protected Annual General Meeting portal at <http://ir.jost-world.com/agm> (for further details, see 5, below).
- Properly registered shareholders or their proxy holders can **exercise their voting rights by means of postal vote** either electronically via the Company's password-protected Annual

General Meeting portal at <http://ir.jost-world.com/agm> or **in writing**, i.e. by regular mail or email sent to the address for the Annual General Meeting of the Company (for further details, see 6 and 7, below). They also have the option of entrusting the exercise of their voting rights to the voting rights proxy holders designated by the Company, who are required to cast votes in accordance with instructions (for further details, see 8, below). There are no other options for exercising voting rights. Even on the day of the Annual General Meeting, up until the opportunity to exercise the voting rights is formally ended by the chairman of the meeting following the answering of questions, duly registered shareholders or their proxy holders have the ability to exercise their voting rights by means of electronic postal vote and to issue instructions electronically to the voting rights proxy holders designated by the Company via the Company's password-protected Annual General Meeting portal at <http://ir.jost-world.com/agm>. If they wish to exercise their voting rights in writing or issue instructions in writing to the voting rights proxy holders designated by the Company, shorter deadlines apply for organizational reasons (for further details, see 6, 7 and 8, below).

- Properly registered shareholders or their proxy holders may submit questions up to one day prior to the Annual General Meeting via the Company's password-protected Annual General Meeting portal at <http://ir.jost-world.com/agm> (for further details, see 9, below).
- During the Annual General Meeting, shareholders or their proxy holders who have exercised their voting rights may lodge objections to resolutions adopted at the Annual General Meeting as recorded in the minutes kept by the notary via the Company's password-protected Annual General Meeting portal at <http://ir.jost-world.com/agm> (for further details, see 10, below).

Unless specified otherwise below, there are no other exercisable, meeting-related shareholder rights beyond those described above (including the requirements for how they are exercised). In particular, there will be no ability during the Annual General Meeting to comment on or make motions concerning the agenda or the bylaws.

3. Registration for the Annual General Meeting, proof of entitlement, personal access data

Only those persons are entitled to exercise their voting rights and other exercisable shareholder rights who are shareholders of the Company at the beginning of the 21st day before the Annual General Meeting, i.e. on April 15, 2021, 00:00 h (CEST) (the "**Record Date**") and register for the Annual General Meeting. Registration must be received by the registration office indicated below, together with proof of share ownership issued by the custodian credit or financial services institution with reference to the Record Date, not later than at the end of April 29, 2021. Registrations by shareholders and proof of share ownership must be submitted in writing in German or English.

Registration office:

JOST Werke AG
c/o Link Market Services GmbH
Landshuter Allee 10
80637 Munich, Germany
Email: inhaberaktien@linkmarketservices.de

After receipt of the registration and proof of share ownership, shareholders will receive a confirmation of registration from the registration office containing the personal access data for the password-protected Annual General Meeting portal. This enables use of the password-protected Annual General Meeting portal of the Company at <http://ir.jost-world.com/agm>. In order to ensure that the confirmation of registration is received in good time, we would ask shareholders to ensure that their registration and proof of share ownership are sent to the Company at an early date. This does not constitute a restriction on the exercise of voting rights or other exercisable shareholder rights.

4. Significance of the Record Date

The entitlement to exercise voting rights and other exercisable shareholder rights is determined exclusively by the shares in the Company owned by the shareholder on the Record Date. In relation to the Company, only the person or entity who has furnished proof of share ownership is considered to be the shareholder entitled to exercise voting rights and other exercisable shareholder rights. The Record Date is not associated with any block on the ability to sell the shares. Even where part or all of the shares are sold after the Record Date, the shares owned by the shareholder on the Record Date will exclusively be relevant for the exercise of voting rights and other exercisable shareholder rights. In other words, sales of shares after the Record Date have no effect on the entitlement to exercise voting rights and other exercisable shareholder rights. The same applies to purchases of shares after the Record Date. Persons who do not yet own any shares on the Record Date and first become shareholders thereafter are as a rule not entitled to exercise voting rights or other exercisable shareholder rights for shares held by them. The foregoing does not apply if and to the extent that the prior owner who still held the shares on the Record Date grants such person a proxy or authorizes him to exercise rights.

5. Video and audio transmission of the Annual General Meeting

Properly registered shareholders or their proxy holders will be able to view a live video and audio transmission of the entire Annual General Meeting, including the answering of submitted questions during the Annual General Meeting and votes that are held, via the Company's password-protected Annual General Meeting portal at <http://ir.jost-world.com/agm>.

Only properly registered shareholders will have access to the Company's password-protected Annual General Meeting portal at <http://ir.jost-world.com/agm>. They have received the relevant access data together with confirmation of registration. Shareholders or proxy holders may then use such access data to join the video and audio transmission.

The video and audio transmission of the Annual General Meeting does not enable participation in the Annual General Meeting within the meaning of section 118 para. 1 sentence 2 AktG.

6. Procedure for casting votes by means of postal vote

Only those shareholders who have properly registered and furnished proof of entitlement are entitled to exercise their voting rights by means of postal vote.

The casting of votes by means of postal vote takes place either **electronically**, i.e. by using the Company's password-protected Annual General Meeting portal at <http://ir.jost-world.com/agm>, or in writing, i.e. by regular mail or email sent to the address for the Annual General Meeting of the Company.

Address for the Annual General Meeting:

JOST Werke AG
c/o Link Market Services GmbH
Landshuter Allee 10
80637 Munich, Germany
Email: inhaberaktien@linkmarketservices.de

If the postal vote is cast **electronically**, i.e. via the Company's password-protected Annual General Meeting portal at <http://ir.jost-world.com/agm>, it may also be cast on the day of the Annual General Meeting (Thursday, May 6, 2021) **until the opportunity to exercise voting rights is formally ended by the chairman of the meeting** following the answering of questions, via the Company's password-protected Annual General Meeting portal at <http://ir.jost-world.com/agm>.

However, a postal vote cast **in writing**, i.e. by regular mail or email, must be received **not later than 12:00 h (CEST) on May 5, 2021** (receipt by the Company) at the Company's above-listed address for the Annual General Meeting. A form for casting votes in writing by means of postal vote is printed on the registration confirmation which will be sent to shareholders following proper registration; it can also be downloaded from the Company's website at <http://ir.jost-world.com/agm> and can be requested by sending a letter or email to the above-listed address for the Annual General Meeting.

Even on the day of the Annual General Meeting (Thursday, May 6, 2021), **up until the opportunity to exercise the voting rights is formally ended by the chairman of the meeting** following the answering of questions, **votes that have already been cast** electronically or in writing may be **changed or withdrawn electronically**, i.e. via the Company's password-protected Annual General Meeting portal at <http://ir.jost-world.com/agm>. **Written** (i.e. via by regular mail or email) notice of a change or withdrawal must be received not later than 12.00 h (CEST) on May 5, 2021 (receipt by the Company) at the above-listed address for the Annual General Meeting.

Casting a vote by means of postal vote does not constitute participation at the Annual General Meeting in the legal sense.

7. Procedure for exercising voting rights and other exercisable shareholder rights through proxy holders

Shareholders may exercise their voting rights and other exercisable shareholder rights also through a proxy holder, e.g. through an intermediary covered by section 135 AktG, a shareholders' association or some other third party. In such a case, timely registration and the furnishing of proof of share ownership are also required.

If a shareholder grants a proxy to more than one person, the Company may reject one or more of them.

Shareholders entitled to vote may grant a proxy to a representative by making a declaration **directly to the Company** either electronically, i.e. via the Company's password-protected Annual General Meeting portal at <http://ir.jost-world.com/agm>, or in writing, i.e. by regular mail or email sent to the above-listed address for the Annual General Meeting. Also, the revocation of a previously granted proxy may be declared directly to the Company through the

aforementioned transmission channels. Separate proof concerning the granting of the proxy is no longer necessary in such case.

Shareholders who wish to grant a proxy to a representative by making a declaration directly to the Company in writing, i.e. by regular mail or email sent to the above-listed address for the Annual General Meeting, are requested to use the forms provided by the Company for this purpose. A proxy form is printed on the registration confirmation which will be sent to the shareholders following proper registration; it can also be downloaded from the Company's website at <http://ir.jost-world.com/agm> and can requested by sending a letter or email to the above-listed address for the Annual General Meeting.

If the proxy is not granted directly to the Company but instead is granted to the representative, written form is required for the grant of proxy, for the proof furnished to the Company concerning the grant of proxy and, in principle, also for the revocation of the proxy. Proof that a proxy has been granted to a representative may be furnished by sending the proof by regular mail or email to the above-listed address for the Annual General Meeting.

Also in the case where shareholders grant a proxy by making a declaration to the representative, they are requested to use the forms provided by the Company for this purpose.

Where a proxy is granted to an intermediary covered by section 135 AktG, a voting rights consultant, a shareholders' association or a person who professionally offers shareholders his services in exercising voting rights at the Annual General Meeting, special conditions need to be observed as a rule, which should be clarified with the proxy holder directly.

In any case, a **proxy holder** may exercise the exercisable shareholder rights **electronically** only if the shareholder has given him the individual access data to the Company's password-protected Annual General Meeting portal at <http://ir.jost-world.com/agm> and if the proxy holder is on file as a proxy holder in the Company's password-protected Annual General Meeting portal at <http://ir.jost-world.com/agm>.

In order to be able to ensure that the proxy holder is on file as a proxy holder, the following applies:

If a **proxy is granted directly to the Company electronically**, i.e. via the Company's password-protected Annual General Meeting portal at <http://ir.jost-world.com/agm>, it may also be granted on the day of the Annual General Meeting (Thursday, May 6, 2021) **up until the opportunity to exercise the voting rights is formally ended by the chairman of the meeting** following the answering of questions, via the Company's password-protected Annual General Meeting portal at <http://ir.jost-world.com/agm>.

However, a proxy granted **directly to the Company in writing** or, as the case may be, proof of the granting of a proxy to a representative that is furnished in writing, i.e. in either case by regular mail or email, must for organizational reasons be received **not later than 12.00 h (CEST) on May 5, 2021** (receipt by the Company) at the above-listed address for the Annual General Meeting.

Further information on granting proxies and the corresponding forms for granting written proxies can be found in the documentation that is being sent to shareholders and is also available for download at <http://ir.jost-world.com/agm>.

8. Procedure for exercising voting rights through the voting rights proxy holders designated by the Company

In addition, shareholders who are properly registered are offered the option to grant a proxy to the voting rights proxy holders designated by the Company who will vote on shareholders' behalf based on the instructions issued to them. The voting rights proxy holders are obligated to cast votes in accordance with instructions and may not exercise the voting rights in their own discretion. We ask that shareholders bear in mind that the voting rights proxy holders can exercise the voting rights only for those agenda items for which they have received instructions and that they cannot accept instructions for procedural motions either before or during the Annual General Meeting. Nor will the voting rights proxy holders accept instructions for asking questions or making motions or declaring objections to resolutions adopted by the Annual General Meeting.

Shareholders may grant a proxy to the voting rights proxy holders designated by the Company and issue instructions to them either **electronically**, i.e. via the Company's password-protected Annual General Meeting portal at <http://ir.jost-world.com/agm>, or **in writing**, i.e. by regular mail or email sent to the above address for the Annual General Meeting.

Shareholders will have access to the Company's Annual General Meeting portal at <http://ir.jost-world.com/agm> only on the basis of the personal access data printed on the registration confirmation which is sent to shareholders following proper registration.

Shareholders will receive a form, together with the registration confirmation, for granting a written proxy to the voting rights proxy holders designated by the Company and for issuing written instructions to them. The form for granting a written proxy to the voting rights proxy holders designated by the Company and for issuing written instructions to them can also be downloaded from the Company's website at <http://ir.jost-world.com/agm>. In addition, the form may be requested by sending a letter or email to the above-listed address for the Annual General Meeting.

Shareholders who wish to grant a proxy to the voting rights proxy holders designated by the Company **electronically**, i.e. via the Company's password-protected Annual General Meeting portal at <http://ir.jost-world.com/agm>, may transmit the proxy, together with the instructions, even on the day of the Annual General Meeting (Thursday, May 6, 2021) **up until the opportunity to exercise the voting rights is formally ended by the chairman of the meeting** following the answering of questions, via the Company's password-protected Annual General Meeting portal at <http://ir.jost-world.com/agm>. The voting rights proxy holders designated by the Company will then carry out the instructions issued to them after the opportunity to exercise the voting rights has formally ended (i.e. the opportunity to issue instructions to the voting rights proxy holders designated by the Company).

Shareholders who wish to grant a proxy to the voting rights proxy holders designated by the Company **in writing**, i.e. by regular mail or email, may send the proxy along with the instructions not later than 12.00 h (CEST) on May 5, 2021 (receipt by the Company) to the above-listed address for the Annual General Meeting by regular mail or email. The same applies to a change or revocation of proxies that have been granted and instructions that have been issued in this way.

Proxies that have already been granted and instructions that have already been issued – whether electronically (Annual General Meeting portal) or in writing (regular mail or email) – may be **changed or revoked electronically**, i.e. via the Company's password-protected Annual

General Meeting portal at <http://ir.jost-world.com/agm>, even on the day of the Annual General Meeting (Thursday, May 6, 2021) **up until the opportunity to exercise the voting rights is formally ended by the chairman of the meeting** following the answering of questions.

Further information on using the Company's password-protected Annual General Meeting portal at <http://ir.jost-world.com/agm> and on granting proxies as well as information for granting a voting rights proxy can be found on the registration confirmation which will be sent to shareholders following proper registration and is also available for download at <http://ir.jost-world.com/agm>.

9. Right to ask questions

Pursuant to section 1 para. 2 sentence 2 no. 3 PandemieG shareholders and their proxies are granted the right to ask questions by means of electronic communication which are to be answered by the Executive Board. The Executive Board may decide in its reasonably exercised discretion how to answer the questions. It may also specify that questions must be submitted at the latest one day before the date of the general meeting by means of electronic communication.

In accordance with these statutory requirements, properly registered shareholders or their proxy holders may submit questions at the latest one day before the Annual General Meeting, i.e. not later than 24:00 h (CEST) on May 4, 2021 (receipt by the Company), via the Company's password-protected Annual General Meeting portal at <http://ir.jost-world.com/agm>.

Further details about the opportunity to ask questions can be found under 11.c, below.

10. Objection to resolutions adopted by the Annual General Meeting

Properly registered shareholders or their proxy holders who have exercised their voting rights have the right during the Annual General Meeting to lodge an objection in German to a resolution adopted by the Annual General Meeting, and to have same entered in the minutes, by means of electronic communication via the Company's password-protected Annual General Meeting portal at <http://ir.jost-world.com/agm>.

11. Information concerning the rights of shareholders under sections 122 para. 2, 126 para. 1, 127, and 131 para. 1 AktG, in part in conjunction with the PandemieG

a. Motions to add items to the agenda at the demand of a minority pursuant to section 122 para. 2 AktG

Shareholders whose shares represent in the aggregate one twentieth of the share capital or the proportionate amount of EUR 500,000 of the share capital (such amount corresponding to 500,000 non-par value shares), may demand that items be put on the agenda and published. Each new agenda item must be accompanied by a statement of reasons or a proposed resolution. The demand must be sent in writing to the Company's Executive Board and be received by the Company in writing not later than by the end of April 5, 2021.

Demands by shareholders for an addition to the agenda must be sent to the following address of the Company:

JOST Werke AG
Executive Board
Siemensstrasse 2
63263 Neu-Isenburg, Germany

Shareholders demanding an addition to the agenda must furnish proof that they have been shareholders since at least 90 days prior to the date on which the demand was received and that they will hold the shares until the Executive Board decides on the demand.

Promptly after receipt of a demand from a shareholder, additions to the agenda that the Company is obliged to publish will be published in the Federal Gazette (Bundesanzeiger) and will be disseminated throughout the entire European Union. They will also be made available and notified to the shareholders at <http://ir.jost-world.com/agm>.

Any proposed resolution published in connection with a permissible addition to the agenda will be voted on during the Annual General Meeting.

b. Counter-motions and nominations by shareholders pursuant to section 126 para. 1 and section 127 AktG

Unless specified otherwise, the exercise of voting rights by means of postal vote is not associated with any participation-related rights. Accordingly, shareholders and their proxy holders are not able to make any counter-motions to the proposals of the Executive Board and/or Supervisory Board concerning specific agenda items or make any nominations for the appointment of the statutory auditor (Agenda Item 0).

However, counter-motions or nominations by shareholders that are to be made accessible pursuant to section 126 or section 127 AktG shall be deemed to have been made at the general meeting pursuant to section 1 para. 2 sentence 3 PandemieG if the shareholder making the counter-motion or submitting the nomination is duly legitimized and properly registered for the general meeting.

Pursuant to sections 126, 127 AktG counter-motions or nominations that are to be made accessible will be published by the Company, if they are sent not later than 24:00 h (CEST) on April 21, 2021 (receipt by the Company) to the address set forth below, accompanied by proof of shareholder status. Counter-motions and nominations sent to a different address will not be considered.

JOST Werke AG
Investor Relations
Siemensstrasse 2,
63263 Neu-Isenburg, Germany
Email: ir@jost-world.com

Counter-motions and nominations that the Company is obliged to make available to the other shareholders will promptly be published at <http://ir.jost-world.com/agm> if they are received at the address set out above not later than at the end of April 21, 2021, accompanied by proof of

shareholder status. Comments by management, if any, will also be published on the aforementioned website.

c. Shareholders' right to ask questions pursuant to section 131 para. 1 AktG in conjunction with section 1 para. 2 sentence 1 no. 3 and sentence 2 PandemieG

In the case of a general meeting that pursuant to section 1 para. 2 PandemieG takes place without the physical presence of the shareholders and their proxy holders, properly registered shareholders or their proxy holders are granted a right to pose questions about the Company's affairs by means of electronic communication to the extent that answering them is necessary for a proper evaluation of the agenda items. The right to ask questions includes the legal and business relationships with affiliated enterprises. Since the consolidated financial statements and the group management report, among other things, are presented to the Annual General Meeting convened herewith, the right to ask questions generally also includes the situation of the group and the companies included in the consolidated financial statements.

In conformity with section 1 para. 2 sentence 2 PandemieG questions must be submitted at least one day before the Annual General Meeting, i.e. not later than 24:00 h (CEST) on May 4, 2021, in German in written form by means of electronic communication via the Company's password-protected Annual General Meeting portal at <http://ir.jost-world.com/agm>.

Pursuant to section 1 para. 2 sentence 2 PandemieG, the Executive Board shall decide in its reasonably exercised discretion how to answer the questions.

The general rights in section 131 para. 3 AktG to refuse to provide information are applicable. The Executive Board may refuse to answer questions where, for instance, providing information is, in accordance with sound business judgment, capable of causing more than insignificant harm to the Company or an affiliated enterprise (e.g. no disclosure of business secrets) or where providing information would expose it to criminal liability.

12. Further information on the resolutions to be passed; publication on the website; additional information pursuant to section 124a AktG

The resolutions on agenda items 2 (Resolution on the appropriation of the net retained profits for the 2020 fiscal year), 3 (Resolution on the formal approval of the actions of the members of the Executive Board for the 2020 fiscal year), 4 (Resolution on the formal approval of the actions of the members of the Supervisory Board for the 2020 fiscal year) and 0 (

Election of the auditor for the 2021 fiscal year) have a binding character (BV) within the meaning of the Implementing Regulation (EU) 2018/212 (“EU-DVO”). The resolutions on agenda items 5 (Resolution on the approval of the remuneration system for the members of the Executive Board) and 6 (Resolution on the approval of the compensation for the members of the Supervisory Board) are of a recommendatory nature (AV) within the meaning of the EU-DVO. No resolution will be passed on agenda item 1 (Presentation of the adopted annual financial statements and the approved consolidated financial statements, the combined management report (including the explanatory report of the Executive Board regarding information relevant to acquisitions), the report of the Supervisory Board, and the proposal of the Executive Board for the appropriation of the net retained profits, all for the fiscal year ending on December 31, 2020).

This invitation to the Annual General Meeting, the documents to be made available and any motions by shareholders as well as further information, in particular on the exercise of voting rights and other exercisable shareholder rights and on the granting of written proxy and on issuing instructions, are also available on the Company’s website at <http://ir.jost-world.com/agm> where the voting results will also be published after the Annual General Meeting.

13. Information on data protection for shareholders and proxy holders

In its capacity as controller within the meaning of Article 4 No. 7 of the General Data Protection Regulation (Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (hereinafter “GDPR”)), the Company processes personal data: Contact details (e.g. address, email address and, if applicable, the name of the proxy holder authorized by the respective shareholder), personal data (e.g. name, date of birth), information on the shares (e.g. number of shares, class of shares, type of ownership of the shares) and administrative data (e.g. number of the registration confirmation) on the basis of the applicable data protection provisions in order to enable shareholders and proxy holders to exercise their rights at the Annual General Meeting. The Company is legally represented by its Executive Board members, namely Mr. Dürr, Dr. Eichler, and Dr. Terlinde.

The contact details of the Company as controller are as follows:

JOST Werke AG
Executive Board
Siemensstrasse 2
63263 Neu-Isenburg, Germany

If the personal data are not provided by the shareholders and proxy holders in the context of registration for the Annual General Meeting, the depositary bank or a third party involved in the registration process will transmit the personal data of the shareholders or proxy holders to the Company.

The Company is legally obliged to conduct the Annual General Meeting in accordance with the German Stock Corporation Act. The processing of shareholders’ personal data is mandatory for the exercise of voting rights and other exercisable shareholder rights. The Company as controller is responsible for the processing of such data.

The personal data of shareholders are processed for the purpose of registering for the Annual General Meeting, for compiling the list of participants and preparing the voting procedure, for drawing up the minutes of the Annual General Meeting and for the purpose of complying with the Company's obligations under the German Stock Corporation Act following the Annual General Meeting. The legal basis for such processing is Article 6 para. 1 c) GDPR.

Personal data are also processed for statistical purposes, e.g. for the presentation of the development of the shareholder structure or trading volumes. The legal basis for this processing of personal data is Article 6 para. 1 c) and para. 4 GDPR.

The Company will generally not pass on any personal data to third parties. However, third parties who are contracted for the purpose of organizing the Annual General Meeting will receive from the Company such personal data as are necessary for the performance of the contracted service. Such third parties will process personal data exclusively in accordance with the instructions issued by the Company. Third parties are, for example, general meeting service providers, such as general meeting agencies, lawyers or auditors.

Subject to legal provisions which may come into force after the Annual General Meeting, the Company will store personal data in accordance with the retention requirements as currently applicable for a period of ten years, starting at the end of the year in which the Annual General Meeting was held. In individual cases, the personal data may be stored for a longer period if further processing of the data is still necessary in order to process motions, decisions or legal proceedings relating to the Annual General Meeting.

With regard to the transfer of personal data to third parties in the context of publishing demands by shareholders for additions to the agenda as well as countermotions and nominations by shareholders, reference is made to the explanations in the section "Information concerning the rights of shareholders".

Shareholders and proxy holders are entitled to the rights set out in Chapter III of the GDPR, namely the right to information pursuant to Article 15 GDPR, the right to demand the immediate correction of incorrect or incomplete personal data in accordance with Article 16 GDPR or to obtain immediate deletion of personal data in accordance with Article 17 GDPR, the right to obtain immediate restriction of processing in accordance with Article 18 GDPR and, in accordance with Article 20 GDPR, the right to receive personal data in a format that complies with legal requirements and to transmit such data to another controller without hindrance (right to data portability).

These rights can be asserted against the Company free of charge using the following contact details:

JOST Werke AG
Executive Board
Siemensstrasse 2
63263 Neu-Isenburg, Germany

In addition, pursuant to Article 77 GDPR, the shareholders and proxy holders have a right to lodge a complaint with the data protection supervisory authority exercising jurisdiction over the domicile or habitual residence of the shareholder or proxy holder or in the (German) federal state in which the alleged infringement was committed.

You can reach our data protection officer at:

JOST Werke AG
Data Protection Officer
Siemensstrasse 2
63263 Neu-Isenburg, Germany
Telephone: +49 (0) 6102 295 0
Email: datenschutz@jost-world.com

Neu-Isenburg, March 2021

JOST Werke AG
The Executive Board