

Statement of JOST Werke AG on the recommendations of ISS regarding the proposed resolutions for the Annual General Meeting on May 5, 2022

Items 6.5 and 9.5: Election of Dr. Stefan Sommer to the Supervisory Board (against)

ISS: A vote against the nomination committee chair, Stefan Sommer is warranted as a signal of concern to the board because the board is insufficiently gender diverse

JOST: When making appointments, the Supervisory Board generally ensures the highest possible level of diversity, taking into account aspects such as gender, age, nationality, educational background and professional experience. At the same time, the Supervisory Board is of the opinion that the decisive factor for an appointment to the Board should always be the personal and professional qualifications of the candidates.

As the Supervisory Board of JOST Werke AG is not subject to full co-determination – meaning companies that are required by law to have an equal number of shareholder and worker representatives on the Supervisory Board – there is no legal obligation to meet a gender quota of at least 30%. JOST has set itself the voluntary target of having at least 17% of the Supervisory Board (1:6) made up of women. With the proposed candidates, this target is met.

Dr. Sommer, as a widely recognized industry expert in the commercial vehicle industry for both transport and agriculture, enriches the future Supervisory Board of JOST with his high level industrial experience and professional competence, which are necessary skills for the successful fulfillment of the Supervisory Board's control, advisory and supervisory tasks. The Supervisory Board is pleased to have recruited such a qualified candidate for JOST.

Against this background, the Supervisory Board does not consider the current proportion of women on the Board to be sufficient or appropriate grounds for voting against the appointment of Dr. Sommer.