



Villeroy & Boch

1748

**Declaration of Conformity of Villeroy & Boch AG
pursuant to § 161 German Stock Corporation Act**

(Supplement dated 06.05.2022)

On 29 December 2021, the Management Board and Supervisory Board of Villeroy & Boch AG had declared in accordance with Section 161 of the German Stock Corporation Act (AktG) that, with the exception of the recommendations listed therein, Villeroy & Boch AG had complied with the recommendations of the Government Commission of the German Corporate Governance Code (DCGK, the "Code") in the version dated 16 December 2019 (Code 2020) since issuing the last declaration of conformity on 16 December 2020 with the supplement dated 24 February 2021 and will continue in the future. This declaration is supplemented as follows:

Recommendation G.18 sentence 2 of the Code 2020

On 1 April 2022, the Company's Annual General Meeting adopted a new remuneration system for the members of the Supervisory Board of Villeroy & Boch AG and resolved to amend the Articles of Association accordingly. The members of the Supervisory Board will only receive fixed remuneration from the 2022 financial year onwards, so that the recommendation is now complied with.

**Remuneration of
the Supervisory
Board**

D-66693 Mettlach, Mai 2022

The Board of Directors

The Supervisory Board

Frank Göring
Chairman of the Management Board

Andreas Schmid
Chairman of the Supervisory Board