



Resolution on target percentage of women on the Executive Board

(convenience translation)

The German Act on the Equal Participation of Women and Men in Leadership Positions in the Private and Public Sector ("Gesetz für die gleichberechtigte Teilhabe von Frauen und Männern an Führungspositionen in der Privatwirtschaft und im öffentlichen Dienst", hereinafter „Act“) has been in force since May 1, 2015. Under the Act, the supervisory board of listed companies is required according to section 111 para 5 of the German Stock Corporation Act ("AktG") to set binding targets for the proportion of women to be appointed to the Executive Board, to subsequently publish the targets set in its Corporate Governance Declaration ("Erklärung zur Unternehmensführung") and to report on the status of implementation.

With the expansion of Jenoptik's Executive Board to three persons and the appointment of Dr. Prisca Havranek-Kosicek, the Executive Board has included one woman since March 1, 2023.

The Supervisory Board of Jenoptik has therefore resolved a new target figure for the proportion of women on its Executive Board. It has determined that by March 31, 2028 the Executive Board of JENOPTIK AG should include at least one woman. With a three-member Executive Board, this corresponds to a target percentage of 33 percent. This target has currently been reached with the appointment of Dr. Prisca Havranek-Kosicek.

March 2023