



Update of the Declaration of Conformity with the German Corporate Governance Code

The Management Board and Supervisory Board of Evotec SE last issued a Declaration of Conformity pursuant to Art. 9 (1) lit. c) ii) SE Regulation in conjunction with Section 161 of the German Stock Corporation Act (AktG) on the recommendations of the German Corporate Governance Code (currently in the version dated April 28, 2022; the "Code") in December 2024. This declaration is updated and hereby supplemented as follows

"In deviation from recommendation G.12 GCGC, the Share Performance Awards for the 2024 financial year and the pro rata bonus for the 2025 financial year will be settled for Ms. Laetitia Rouxel by means of an early one-off payment upon her departure, in each case in accordance with the applicable remuneration system. The Supervisory Board considers this procedure to be appropriate, as the variable remuneration components can no longer have an incentive effect after Ms. Laetitia Rouxel's departure and Ms. Laetitia Rouxel can no longer influence the achievement of targets."

Otherwise, the declaration of conformity from December 2024 remains unchanged.

In February 2025

Management Board

Supervisory Board