

Thomas Schmidt to resign from Haniel's Management Board

- Thomas Schmidt's contract as CEO of Franz Haniel & Cie. GmbH will not be extended. Consequently, Thomas Schmidt will prematurely retire from his position. This is done by mutual agreement.
- The decision was made in the course of regular talks on a possible contract extension.
- A structured succession process is underway.
- The shareholder family and management remain committed to the company's strategy and the guiding principle of *Enkelfähig*.

Duisburg, September 15, 2023. Thomas Schmidt and the Supervisory Board have come to the mutual agreement that Thomas Schmidt's contract will not be extended. Consequently, Thomas Schmidt will prematurely retire from his position as CEO of Franz Haniel & Cie. GmbH. A difference of opinion regarding the implementation of Haniel's strategy is the reason for this decision. It was preceded by regular talks in September 2023 on a possible extension of Thomas Schmidt's contract, which runs until June 2024.

"On behalf of the entire Supervisory Board and on a very personal note, I would like to thank Thomas Schmidt for his commitment and what he has achieved in the past years. He has guided our company through challenging times and has been a key enabler of our *Enkelfähig* transformation. He has succeeded in renewing the foundations of our company and has brought about a fundamental cultural change," says Maximilian Schwaiger, Chairman of the Supervisory Board.

The Supervisory Board has initiated a structured succession process. Until the CEO position is filled, Henk Derksen, who will join the Haniel Management Board as CFO on October 1, 2023, will assume the executive duties on an interim basis. Dr. Florian Funck will support Henk Derksen in this role.

The shareholder family and the management of Haniel remain committed to the strategy and the guiding principle of *Enkelfähig*. They will continue to drive the transformation of the company. In the future, Haniel will continue to work on creating value for generations and live up to its ambitious commitment to building sustainable businesses.

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About Haniel

Franz Haniel & Cie. GmbH manages a portfolio of independent companies with the goal to create value for generations as Europe's leading purpose-driven investor. To this end, Haniel aligns its portfolio strictly "enkelfähig," that means: along clear sustainability and performance criteria.

The companies are managed based on a common operating system – the Haniel Operating Way (HOW) – and share a performance-oriented culture.

Currently, the Haniel portfolio comprises ten investments: BauWatch, BekaertDeslee, CWS Cleanrooms, CWS Fire Safety, CWS Hygiene, CWS Workwear, Emma – The Sleep Company, das kinderzimmer, ROVEMA and TAKKT. In addition, Haniel manages financial stakes in CECONOMY and Optimar and minority stakes in high-growth start-ups. With a focus on business services as well as cleantech solutions, we invest in market-leading established and emerging companies.

In 2022, the Haniel Group employed 21,500 people and generated sales of EUR 4.2 billion. The company is 100 percent family-owned and has been based in Duisburg since its foundation in 1756.