

**Declaration by the Executive Board and Supervisory Board  
of thyssenkrupp AG  
on the recommendations of the  
“Government Commission on the German Corporate Governance Code”  
in accordance with Art. 161 of the Stock Corporation Act (AktG)**

1. thyssenkrupp AG complies with all recommendations of the German Corporate Governance Code as amended on December 16, 2019 and published by the Federal Ministry of Justice in the official section of the Federal Gazette (“Bundesanzeiger”) on March 20, 2020 (“Code”) and will continue to comply with these recommendations in the future.
2. Furthermore, since issuing its last declaration of conformity on October 1, 2020, thyssenkrupp AG has complied with all recommendations of the Code, with the exception of the following recommendations on Executive Board remuneration as detailed in Section G.I. of the Code: G.1 (Determining the remuneration system), G.3 (Peer group of other third-party entities), G.7 (Establishing performance criteria for variable remuneration components), G.9 (Comprehensibility of target achievement), G.10 (Accessibility of granted long-term variable remuneration components), and G.11 (Ability to retain or reclaim variable remuneration components).


Duisburg/Essen, February 6, 2021

For the Supervisory Board



- Russwurm -

For the Executive Board



- Merz -