



Invitation to the Annual General Meeting 2026

**Douglas AG****Düsseldorf**

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Invitation to the Annual General Meeting 2026Dear Shareholders¹,

As a shareholder of DOUGLAS AG, based in Düsseldorf, we hereby invite you to the Annual General Meeting scheduled for **Thursday, February 26, 2026, at 10:00 AM (CET)**. This year's Annual General Meeting will be held as a virtual meeting with no physical presence of shareholders or their proxies (except for the voting representatives appointed by the company).

Properly registered shareholders and their proxies can participate in the virtual meeting via electronic communication through the password-protected online service (**InvestorPortal**) available at the following internet address:

<https://douglas.group/en/investors/annual-general-meeting>.

The full-length transmission of the meeting in audio and video will be provided for duly registered shareholders and their proxies through the password-protected online service.

Section II of this notice provides detailed information on how shareholders and their proxies can access the password-protected online service.

The venue of the Annual General Meeting under the Stock Corporation Act (**AktG**) is Hotel Crowne Plaza, Rheinallee 1, 41460 Neuss. Shareholders and their proxies (except for the voting representatives appointed by the company) have neither the right nor the option to be physically present at the venue of the meeting.

Shareholders and their proxies are requested to pay attention to the instructions regarding participation in the virtual Annual General Meeting, the exercise of voting rights, and shareholders' rights in **Section II** of this notice.

¹ For the sole purpose of enhanced readability, gender-specific language has been omitted in this notice. All personal designations and terms are to be understood as gender-neutral.

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I. Agenda

1. Presentation of the approved annual financial statements and consolidated financial statements, as well as the combined management report for DOUGLAS AG and the Group as of September 30, 2025, the Supervisory Board report, and the explanatory report on the disclosures pursuant to §§ 289a and 315a of the German Commercial Code (HGB)

In accordance with § 176 Abs. 1 Satz 1 of the German Stock Corporation Act (AktG), the Executive Board presents the following for the fiscal year 2024/25 to the Annual General Meeting:

- The approved annual financial statements of DOUGLAS AG,
- The approved consolidated financial statements for the DOUGLAS Group,
- The combined management and group management report for DOUGLAS AG and the DOUGLAS Group, including the explanatory report on the disclosures pursuant to §§ 289a Satz 1, 315a Satz 1 of the German Commercial Code (HGB, all in the applicable version for the fiscal year 2024/25), and
- The Supervisory Board report.

These documents will be made accessible from the convening of the Annual General Meeting onwards via the company's website at:

<https://douglas.group/de/investoren/hauptversammlung>

as well as through the InvestorPortal. During the Annual General Meeting, the CEO will provide a report on these documents. The Chairman of the Supervisory Board will explain the Supervisory Board report.

The Supervisory Board has approved the annual financial statements and the consolidated financial statements prepared by the Executive Board. Therefore, the annual financial statements are determined. Consequently, no determination of the annual financial statements or approval of the consolidated financial statements by the Annual General Meeting is required.

As per legal provisions, no resolution by the Annual General Meeting is foreseen for this agenda item.

2. Resolution on the Discharge of the Executive Board Members

The Executive Board and Supervisory Board propose that the members of the Executive Board of DOUGLAS AG, who were in office during the fiscal year 2024/2025 at Douglas AG, be granted discharge for this period.

3. Resolution on the Discharge of the Supervisory Board Members

The Executive Board and Supervisory Board propose that the members of the Supervisory Board of DOUGLAS AG, who were in office during the fiscal year 2024/2025 at Douglas AG, be granted discharge for this period.

4. Election of the Auditor and Group Auditor for the Fiscal Year 2025/2026

The Supervisory Board, based on the recommendation of its Audit Committee, proposes the election of KPMG AG *Wirtschaftsprüfungsgesellschaft*, Cologne:

- As the auditor and group auditor for the fiscal year 2025/2026,
- As the auditor for any potential review of the abbreviated financial statements and interim management report of the half-year financial report in the fiscal year 2025/2026, and
- As the auditor of sustainability reporting for the fiscal year 2025/2026.

The election as the auditor of the consolidated sustainability statement and group sustainability statement for the fiscal year 2025/2026 (item 3) by the Annual General Meeting will take effect upon the enactment of the German implementation law to the directive on sustainability reporting (EU) 2022/2464 from December 14, 2022 (CSRD) in its current version, and as a precaution in case the German legislator, in implementing Art. 37 of the Auditor Directive 2006/43/EC in its current version as amended by the CSRD, explicitly requires the election of this auditor by the Annual General Meeting for the fiscal year 2025/2026 of DOUGLAS AG and the DOUGLAS Group, should the auditing of sustainability reporting not already fall to the auditor according to the German implementation law.

The Audit Committee declares, pursuant to Art. 16 Abs. 2 Subsec. 3 of the EU Auditor Regulation (Regulation (EU) No. 537/2014 of the European Parliament and of the Council of April 16, 2014), that its recommendation is free from undue influence by third parties and that no restriction has been imposed on it regarding the selection of a particular auditor (Art. 16 Abs. 6 of the EU Auditor Regulation).

5. 2025 Approval of the Remuneration Report for the Fiscal Year 2024/2025

In accordance with § 162 AktG, the Executive Board and Supervisory Board have prepared a remuneration report for the fiscal year 2024/25 regarding the compensation of the board members. The remuneration report has been reviewed by the auditor pursuant to § 162 Abs. 3 AktG to ensure that the legally required disclosures according to § 162 Abs. 1 and 2 AktG are included.

The remuneration report for the fiscal year 2024/2025, along with the auditor's note on the examination of the report, is accessible from the date of the convening of the Annual General Meeting via the company's website at

<https://douglas.group/en/investors/annual-general-meeting>.

and is thus made known in this manner.

Pursuant to § 120a Abs. 4 Satz 1 AktG, the Annual General Meeting must pass a resolution on the approval of the remuneration report prepared and reviewed according to § 162 AktG for the previous fiscal year.

The Executive Board and Supervisory Board therefore propose to approve the remuneration report for the fiscal year 2024/25, presented to the Annual General Meeting and published on the company's website.

II. Further Information on the Convening and Conducting of the Annual General Meeting

We ask shareholders to pay special attention to the following information regarding registration for the Annual General Meeting, exercising voting rights, and other shareholder rights.

According to § 14 Abs. 3 of the company's Articles of Association, the Executive Board is authorized to arrange for a meeting to be held without physical presence of the shareholders or their proxies at the location of the Annual General Meeting (virtual meeting).

The Executive Board has utilized this authorization and decided that the ordinary Annual General Meeting 2026 will be held as a virtual meeting according to § 118a AktG.

Physical attendance by shareholders or their proxies at the location of the meeting is excluded.

The entire Annual General Meeting will be transmitted with video and audio via the Internet-accessible InvestorPortal. Shareholders and their proxies who have properly registered for the Annual General Meeting have the opportunity to electronically join the entire meeting through the InvestorPortal and follow it live in video and audio ("**Participation**") as well as exercise their shareholder rights.

Voting rights of duly registered shareholders can be exercised electronically through postal voting and proxy authorization. Shareholders connected electronically to the meeting are granted the right to speak and provide information via video communication, as well as the right to submit motions and election proposals. They also have the right to object to a resolution of the Annual General Meeting through electronic communication. Additionally, duly registered shareholders are granted the right to submit statements electronically prior to the meeting.

The details are explained below:

1. Requirements for Participation in the Virtual Annual General Meeting and Exercise of Shareholder Rights

To participate in the Annual General Meeting, exercise voting rights, and propose motions, only those shareholders are eligible who are registered in the company's share register according to the following requirements and have registered by Thursday, February 19, 2026 (24:00 CET), in accordance with the conditions described below.

The registration must be submitted to the company in German or English either electronically using the password-protected InvestorPortal on the company's website at <https://douglas.group/de/investoren/hauptversammlung> or in text form (§ 126b BGB), indicating full name and shareholder number, through one of the following contact methods:

DOUGLAS AG

c/o Computershare Operations Center

80249 Munich

Email: anmeldestelle@computershare.de

For electronic registration via the InvestorPortal, shareholders need their shareholder number and an access code, which they will receive with the registration documents. This enables them to use the password-protected InvestorPortal and also to cast their votes ahead of the General Meeting.

Shareholders entered into the share register after Thursday, February 5, 2026, 0:00 CET, will not receive registration documents automatically as per legal regulations, and therefore will also not receive access data for electronic registration. However, they can access the invitation on the company's website at <https://douglas.group/de/investoren/hauptversammlung>.

Shareholders who did not receive registration documents can register informally in text form, mentioning their name, full address, and shareholder number, subject to the stipulated deadlines. This registration should be sent to the following address or email: DOUGLAS AG c/o Computershare Operations Center 80249 Munich Email:

anmeldestelle@computershare.de

Registration for the Annual General Meeting, voting (including via proxies), granting powers of attorney, and instructions to voting proxies appointed by the company, as well as proxy authorization to third parties and postal voting, can also be transmitted to the company via § 67c AktG through intermediaries in accordance with SRD II in conjunction with Implementing Regulation (EU 2018/1212) in ISO 20022 format (e.g., via SWIFT, CMDHDEMMXXX). Authorization for registration via SWIFT requires authorization via the SWIFT Relationship Management Application (RMA).

For the exercise of shareholder rights, particularly participation and voting rights, the shareholding registered in the share register on the day of the General Meeting is decisive. This will correspond to the stock as of the end of the registration deadline because requests for transfer in the share register from Friday, February 20, 2026, 0:00 CET, until Thursday, February 26, 2026, 24:00 CET, will be processed and considered only after the General Meeting (so-called "*Umschreibungsstopp*"). The technically decisive reference date ("Technical Record Date") for exercising voting rights on the day of the General Meeting is thus Thursday, February 19, 2026, 24:00 CET.

Shareholders remain entitled to dispose of their shares even after registering for the General Meeting and regardless of the Technical Record Date. Purchasers of shares whose transfer requests are not timely submitted to the company by the aforementioned deadline cannot exercise participation or voting rights at the General Meeting, unless they are authorized or empowered for legal exercise in this regard.

Participation in the virtual Annual General Meeting occurs via electronic access through the InvestorPortal (see Section II.2). Duly registered shareholders or their proxies can exercise their shareholder rights through the InvestorPortal (see also Sections II.4, II.5, II.6).

2. Electronic Connection of Shareholders and Their Proxies to the Virtual Annual General Meeting

Shareholders or their proxies who are duly registered for the Annual General Meeting can electronically connect to the meeting via the InvestorPortal and follow it live in video and audio.

The InvestorPortal is available from January 16, 2026, 0:00 CET, and can be accessed through the company's website at:

<https://douglas.group/en/investors/annual-general-meeting>.

The access data required for the password-protected InvestorPortal, consisting of the shareholder number and individual password, are included in the personalized letter. The shareholder can retrieve their proxy's access data ("proxy card") from the InvestorPortal and must forward it to the proxy. If a proxy authorization is submitted to the registration office by February 25, 2026, 24:00 CET, the registration office will send the corresponding proxy card with access data directly to the proxy.

3. Video and Audio Transmission of the Entire Annual General Meeting

The entire ordinary Annual General Meeting can be followed by shareholders registered in the share register via video and audio transmission in the password-protected InvestorPortal of DOUGLAS AG. The password-protected InvestorPortal for shareholders can be accessed at the following internet address:

<https://douglas.group/en/investors/annual-general-meeting>.

Shareholders registered in the share register can log in there with their access data, consisting of their shareholder number and individual password, and access the video and audio transmission of the ordinary Annual General Meeting from 10:00 CET on the day of the meeting.

Shareholders who have not properly registered for the ordinary Annual General Meeting by February 19, 2026 (24:00 CET) can also follow the video and audio transmission of the meeting via the InvestorPortal. However, the exercise of further shareholder rights during the ordinary Annual General Meeting is not possible due to the lack of proper registration.

4. Exercise of Voting Rights

To exercise voting rights, registration and proof of share ownership (see Section II.1) are required.

Voting rights can be exercised via electronic postal voting or by granting proxy and instructions to the voting representatives appointed by the company according to the following provisions:

a) Voting Rights Exercise via Electronic Postal Voting Shareholders or their proxies can exercise their voting rights through electronic postal voting. Postal votes can only be submitted electronically via the company's InvestorPortal. The casting of votes via electronic postal voting must be completed no later than the time specified by the meeting chair during the vote within the General Meeting.

b) Voting Rights Exercise via Granting Proxy and Instructions to Company-Nominated Voting Representatives The company offers shareholders or their proxies the option to grant proxy and instructions to employees nominated by the company as voting representatives.

The voting representatives will exercise the voting rights exclusively based on explicit and clearly issued instructions. Therefore, shareholders must provide explicit and clear instructions for the agenda items on which they wish to exercise their voting rights. The company's nominated voting representatives are obligated to vote according to these instructions. In the absence of explicit and clear instructions for an agenda item, the company's nominated voting representatives will abstain

from voting on that point. They will not accept directives to speak, file objections against resolutions of the General Meeting, or submit questions, motions, or nominations.

Proxies and instructions to the company's voting representatives can be submitted electronically via the company's InvestorPortal. Instructions through the InvestorPortal are also possible during the General Meeting but must be completed by the time determined by the meeting chair during voting.

Authorization of the company's voting representatives and instruction can also be done via email no later than Wednesday, February 25, 2026, 24:00 CET (receipt relevant), using the following address:

anmeldestelle@computershare.de

The voting instruction form, which should be used for proxy and instruction via email, is also available for download on the company's website under:

<https://douglas.group/en/investors/annual-general-meeting>.

Instructions to voting representatives, modifications, or revocations can be transmitted to one of the above addresses or the below SWIFT address no later than Wednesday, **February 25, 2026, 24:00 CET** (receipt relevant):

SWIFT: CMDHDEMMXXX; Instructions according to ISO 20022; Authorization via SWIFT Relationship Management Application (RMA) required

c) Modification and Revocation of Postal Votes or Proxies and Instructions, Ratio of Postal Votes to Proxy and Instructions, and Further Information on Voting Rights Exercise Revocation or modification of postal votes cast or proxies and instructions to the company's voting representatives can be performed electronically via the InvestorPortal. This is also possible during the General Meeting but must be completed by the time determined by the meeting chair during voting.

Revocation or modification of proxies and instructions to voting representatives can also be done via email no later than Wednesday, February 25, 2026, 24:00 CET (receipt relevant), using the address:

anmeldestelle@computershare.de

If the company receives diverging, formally correct statements on voting rights exercise for the same stockholding through the InvestorPortal, according to § 67c para. 1 and para. 2 sentence 3 AktG in conjunction with Article 2 paras. 1 and 3 and Article 9 para. 4 of the Implementing Regulation ((EU) 2018/1212), and via email, the statements received through the InvestorPortal will be considered, unless absent, the statements according to § 67c para. 1 and para. 2 sentence 3 AktG in conjunction with Article 2 paras. 1 and 3 and Article 9 para. 4 of the Implementing Regulation ((EU) 2018/1212). For diverging, formally correct statements received through the same medium (InvestorPortal or § 67c para. 1 and para. 2 sentence 3 AktG in conjunction with Article 2 paras. 1 and 3 and Article 9 para. 4 of the Implementing Regulation ((EU) 2018/1212) or email), the most recently received statement is considered.

Should an individual vote be conducted for an agenda item instead of a collective vote, the postal vote or instruction given for this agenda item applies correspondingly to each point of the individual vote.

5. Exercise of Shareholder Rights through a Proxy Third Party

Duly registered shareholders can have their rights—especially their voting rights—exercised by a proxy third party with the appropriate authorization.

The proxies can connect electronically to the General Meeting through the InvestorPortal and follow the video and audio transmission of the meeting. Proxies can only exercise voting rights for the shareholders they represent by electronic postal voting or by granting (sub-)authorization to the voting representatives appointed by the company. To use the InvestorPortal, as well as for electronic connection to the video and audio transmission of the General Meeting via the InvestorPortal, proxies must receive individual access data ("proxy card") from the shareholder, which the shareholder can either download from the InvestorPortal or send via email to the proxy. If a proxy authorization is received by the registration office by February 25, 2026, 24:00 CET, the office will directly send a corresponding proxy card with access credentials to the proxy.

The proxy can be granted by declaration to the proxy or to the company. The granting of proxy, its revocation, and proof of authorization require text form (§ 126b BGB) and can be executed via the InvestorPortal. Granting and revocation via the InvestorPortal is also possible during the virtual General Meeting.

Shareholders who wish to authorize representatives other than through the InvestorPortal are requested to use the designated form provided by the company, available online at: <https://douglas.group/de/investoren/hauptversammlung>

Proxies given to the company via email can be made by Wednesday, February 25, 2026, 24:00 CET (receipt relevant), using the address:

anmeldestelle@computershare.de

The same applies to the revocation of a proxy and proof of authorization granted to a proxy.

Authorization of third parties or its modification or revocation can be transmitted according to § 67c AktG via intermediaries to one of the above addresses or through the below SWIFT address by Wednesday, **February 25, 2026, 24:00 CET** (receipt relevant): SWIFT: CMDHDEMMXXX; Instructions according to ISO 20022; Authorization through SWIFT Relationship Management Application (RMA) required

If a shareholder authorizes more than one person, the company may reject one or more. Further details regarding proxy granting can be found in the explanations of the proxy form or on the website:

<https://douglas.group/en/investors/annual-general-meeting>.

In the case of authorization of intermediaries, shareholder associations, voting advisors, or persons equivalent to these under the Stock Corporation Act (§ 135 AktG), special provisions apply. There is no statutory text form requirement. However, the proxy declaration must be verifiable by the proxy, must be complete, and may only contain statements related to voting rights exercise. Therefore, the InvestorPortal cannot be used for authorization according to § 135 AktG, nor can proof of proxy granted to such proxies be provided through the InvestorPortal. Shareholders wanting to grant proxy under § 135 AktG are encouraged to coordinate the procedure and form with the intended proxy.

If the company receives divergent, formally correct statements regarding third-party proxies for the same stockholding from the InvestorPortal, according to § 67c para. 1 and 2 sentence 3 AktG in conjunction with Article 2 para. 1 and 3 and Article 9 para. 4 of the Implementing Regulation ((EU) 2018/1212), and via email, the statements received via the InvestorPortal will be considered, unless

absent, the statements according to the same mentioned regulation. With divergent, formally correct declarations received through the same medium (InvestorPortal or the aforementioned regulation or email), the most recent statement is considered.

6. Additional Rights of Shareholders

a) Motions for Agenda Additions under § 122 Paragraph 2 AktG

Shareholders whose shares collectively represent at least one twentieth of the share capital or a nominal amount of €500,000 can request that items be added to the agenda and announced. Such requests need to be exclusively sent either in writing to the Executive Board of DOUGLAS AG at the following address:

Executive Board of DOUGLAS AG

"Annual General Meeting"

Douglas AG

Luise-Rainer-Str. 7-11,

40235 Düsseldorf

Or electronically as per § 126a BGB (i.e., with a qualified electronic signature) via email to:

hauptversammlung@douglas.de

The request must reach the company by Monday, January 26, 2026, 24:00 CET. Requests sent elsewhere will not be considered.

Each new agenda item must be accompanied by a justification or a proposed resolution. Applicants must specify their full name and shareholder number. § 121 Paragraph 7 AktG applies correspondingly, and § 70 AktG must be considered when calculating the minimum holding period. The request must be signed by all shareholders making up the required quorum or their duly appointed representatives, or submitted electronically per § 126a BGB. The publication and forwarding of properly and timely submitted requests for agenda additions will be carried out in the same manner as the convocation.

b) Countermotions and Election Proposals by Shareholders under §§ 126 Paragraph 1, 127 AktG

Shareholders can send countermotions against proposals made by the Executive Board and/or Supervisory Board on specific agenda items. Countermotions must be sent, indicating the full name and shareholder number, exclusively to:

DOUGLAS AG

"Annual General Meeting"

Luise-Rainer-Str. 7-11,

40235 Düsseldorf

Or via email to:

hauptversammlung@douglas.de

Countermotions addressed elsewhere will not be made accessible. Countermotions received by the company at the above contacts by Wednesday, February 11, 2026, 24:00 CET, with full name and

shareholder number, will be made immediately accessible, including the shareholder's name, any justification, and any administration statement on the company's website at: <https://douglas.group/de/investoren/hauptversammlung>

A countermotion and its justification need not be made accessible if one of the exclusion reasons under § 126 Paragraph 2 Sentence 1 AktG applies, such as:

1. If disclosing it would constitute a criminal offense for the Executive Board.
2. If it would lead to a resolution of the AGM contrary to law or the Articles of Association.
3. If the justification contains misleading or false information or insults.
4. If a similar countermotion was accessible for an AGM of the company under § 125 AktG.
5. If a substantially identical countermotion was submitted in the last five years to at least two AGMs of the company under § 125 AktG and received less than a twentieth of represented share capital.
6. If the shareholder indicates that they will neither attend nor have representation at the meeting.
7. If the shareholder did not submit a countermotion they previously conveyed in the last two AGMs.

Justifications of more than 5,000 characters need not be disclosed. When multiple shareholders submit countermotions for the same resolution subject, the Executive Board may group and summarize them.

Each shareholder can also propose nominations for statutory auditors (agenda item 4). For these nominations, the above explanations apply correspondingly. Additionally, exclusion mentioned does not require the Executive Board to disclose a nomination if neither the name, profession, and place of residence of a proposed person nor the location and name of a proposed audit firm are mentioned.

Countermotions or election proposals deemed accessible are considered submitted at the time of publication in the virtual meeting. Voting on such motions can also be performed before the AGM upon meeting the conditions for exercising voting rights (see Section II.4). If the proposer is not properly registered for the AGM, the motion need not be addressed.

c) Right to Submission of Statements

Properly registered shareholders (see Section II.1) have the right to electronically submit statements regarding agenda items through the InvestorPortal at:

<https://douglas.group/en/investors/annual-general-meeting>.

These must be submitted as text according to § 130a AktG no later than five days before the AGM, i.e., by Friday, February 20, 2026, 24:00 CET. Statements shouldn't exceed 10,000 characters, and only one statement per deposit can be submitted.

Statements fulfilling these criteria will be made accessible according to § 130a AktG no later than four days before the AGM, i.e., by Saturday, February 21, 2026, 24:00 CET, in the InvestorPortal with the shareholder's name. Statements won't be disclosed if disclosing them would constitute a criminal offense, contain obvious false or misleading information, or if the submitter indicates they won't attend the AGM.

Questions, motions, nominations, and oppositions included in statements won't be considered as such; they must be separately submitted in the designated ways (see relevant subsections in Section II.).

d) Right to Speak and Right to Information at the AGM

Shareholders electronically connected to the AGM have speaking and information rights. Questions cannot be submitted prior to the AGM but can be included as part of a speech during the AGM.

The provided video communication in the InvestorPortal must be used for exercising these rights, necessitating electronic connectivity to the AGM (see Section II.2). Exercising requires that shareholders or their proxies register an intent to speak using the "**Request to Speak**" button in the InvestorPortal, which is available only on the AGM day from 9:00 CET, an hour before the meeting starts, until the time set by the meeting chair.

Speaking and information rights can also be exercised by proxies, but not by voting representatives appointed by the company. The company reserves the right to verify the functionality of video communication between shareholders/proxies and reject a speaking request if functionality isn't assured.

The meeting chair is entitled by § 16 Paragraph 3 of the company's Articles of Association to appropriately restrict speaking and information rights' duration. This includes setting appropriate time frames for the overall proceedings, individual agenda items, and the timing of individual contributions. This authority also applies in virtual meetings.

e) Further Information on Shareholders' Right to Information

The shareholders' right to information extends to matters of the company necessary for properly assessing an agenda item. Information duty also includes legal and business relationships with affiliated companies and the status of the DOUGLAS Group and entities included in the group's consolidated financial statements. Information requests are made verbally during the AGM.

The Executive Board can refrain from answering specific questions according to § 131 Paragraph 3 AktG for reasons such as:

1. If providing information could, from a reasonable business judgment, result in substantial harm to the company or an affiliated entity.
2. If related to tax valuations or amounts of specific taxes.
3. About differences between values in the annual balance sheet and higher values unless the AGM determines the balance sheet.
4. About accounting and valuation methods if the notes sufficiently convey a true picture of the company's financial and income situation under § 264 Paragraph 2 HGB; this doesn't apply if the AGM determines the balance sheet.
5. If disclosing would constitute a criminal offense.
6. If a credit institution, financial services institution, or a securities institution need not specify accounting and valuation methods in the financial statements, management report, consolidated statements, or group report.
7. If information is continuously accessible on the company website for at least seven days before and during the AGM.

Information cannot be refused for other reasons. If a shareholder is denied information, they can request their question and the reason for refusal be recorded in the minutes. Use the "**Challenge Non-Answered Questions**" button in the InvestorPortal for this purpose. Information given to shareholders because of their shareholder status must be provided to any other shareholder upon

request in the AGM, even if not necessary for assessing agenda items. Such requests should be communicated via video within a speech via the InvestorPortal.

f) Motions and Election Proposals at the AGM

Shareholders virtually connected to the AGM can propose motions and submit election nominations during the AGM. This includes countermotions under § 126 AktG and proposals under § 127 AktG, whether accessible or not. Proposals and nominations can be part of speeches.

Shareholders must use the InvestorPortal's video communication for this, necessitating electronic access (see Section II.2). Exercising requires using the "**Request to Speak**" button, available on the day of the AGM from 9:00 CET until the time set by the meeting chair.

These rights can also be exercised by proxies. But voting representatives appointed by the company don't exercise these rights for authorizing shareholders.

The company reserves the right to verify video communication functionality between shareholder/proxy and reject requests to speak if functionality is compromised.

g) Shareholders' Right to Object

Properly registered shareholders (see Section II.1) or their proxies can electronically declare objections to AGM resolutions immediately from the start until the end of the virtual meeting via the company's InvestorPortal using the "**Objection**" button. Company-appointed voting representatives don't declare objections to resolutions in the minutes before the officiating notary.

7. Information on the Company's Website

The invitation to the Annual General Meeting, the documents to be made accessible during the meeting, and other related information are available on the company's website starting from the day of the official announcement at:

<https://douglas.group/en/investors/annual-general-meeting>.

8. List of Participants

The list of participants will be made accessible via the InvestorPortal to all shareholders and shareholder representatives who are electronically connected during the virtual Annual General Meeting, starting from its completion during the meeting.

9. Voting Results

The voting results determined by the meeting chair will be published on the company's website within the legally prescribed period at:

<https://douglas.group/en/investors/annual-general-meeting>.

10. Total Number of Shares and Voting Rights

At the time the Annual General Meeting was convened, the share capital of DOUGLAS AG amounts to €107,692,308, divided into 107,692,308 no-par value shares. Each share carries one vote, resulting in a total of 107,692,308 voting rights.

Düsseldorf, January 2026

DOUGLAS AG

THE EXECUTIVE BOARD

DATA PROTECTION NOTICE

In the course of preparing and conducting the Annual General Meeting, DOUGLAS AG processes personal data of its shareholders and their proxies in accordance with the EU General Data Protection Regulation (GDPR) and all other relevant laws. Detailed information about the handling of this personal data and the corresponding rights of shareholders and their proxies according to the GDPR can be found on the company's website at:

<https://douglas.group/en/data-privacy>