

Corporate Governance Report with Corporate Governance Declaration

Our actions are guided by the principles of responsible, transparent corporate management and control (corporate governance). HORNBACH has always accorded priority to high-quality corporate governance. It forms the basis for sustainable economic success and helps us enhance the trust placed in our company by our customers, business partners, investors, employees, and the financial markets. The standards and guidelines we adhere to over and above legal requirements are summarized in the Corporate Governance Declaration (§ 289f HGB), which includes the Corporate Governance Report of the Board of Management and the Supervisory Board (Point 3.10 of the German Corporate Governance Code in the version dated February 7, 2017).

1. Declaration of Conformity with the German Corporate Governance Code pursuant to § 161 AktG dated December 2019

The Board of Management and Supervisory Board of HORNBACH Baumarkt AG hereby declare pursuant to § 161 of the German Stock Corporation Act (AktG):

The recommendations of the “German Corporate Governance Code” in the version dated February 7, 2017 and published in the Federal Official Gazette on April 24, 2017 have basically been complied with since submission of the previous Declaration of Conformity in December 2018 and will continue to be complied with in future. No application was or will be made of the recommendations in Points 3.8 (3), 4.2.3 (2) Sentence 3, 4.2.5 (3) and 5.4.6 (3) Sentence 1.

These deviations from the recommendations are due to the following considerations:

a) Point 3.8 (3):

In Point 3.8 (3), the Code recommends agreeing a specified deductible in any D&O insurance policy taken out for supervisory board members. No such deductible has been agreed at the expense of Supervisory Board members. This would reduce the attractiveness of Supervisory Board activities, and thus also the company's chances in the competition to attract qualified candidates. The recommendation made in Point 3.8 (3) was and is therefore not followed.

b) Point 4.2.3 (2) Sentence 3:

According to Point 4.2.3 (2) Sentence 3, variable components of management board remuneration should generally have a multiple-year assessment basis that essentially has forward-looking characteristics. Based on the employment contracts currently in place, the company has deviated and continues to deviate from this recommendation. The adjustments to employment contracts with members of the Board of Management required to comply with this recommendation at a later point in time have nevertheless been prepared. It is also intended to present the new remuneration system to the next Annual General Meeting. In considering the structure of the new remuneration system, the Supervisory Board accounted for the recommendations made by the German Corporate Governance Code in the version expected to be valid in the near future.

c) Point 4.2.5 (3):

The remuneration paid to the Board of Management was and is not presented separately for each member. The Annual General Meeting held on July 7, 2016 resolved to uphold the more guarded approach towards reporting management board remuneration. For this reason, no use was or is made of the “model tables” included in the “German Corporate Governance Code”.

d) Point 5.4.6 (3) Sentence 1:

In Point 5.4.6 (3) Sentence 1, the Code recommends that the remuneration of supervisory board members be reported in the notes to the financial statements or the management report on an individual basis and broken down into its constituent components. Given that the amount of remuneration paid to the Supervisory Board is governed by the Articles of Association, we did not and do not see any need to disclose individual remuneration packages.

Bornheim bei Landau, December 2019

HORNBACH Baumarkt AG

The Supervisory Board

The Board of Management

The above Declaration of Conformity dated December 2019 has been published on our website together with all earlier Declarations of Conformity and is also available as a download.



www.hornbach-group.com

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Declarations of Conformity

2. Share Capital and Share Class

The share capital of HORNBACH Baumarkt AG amounts to € 95,421,000 and is divided into 31,807,000 no-par ordinary bearer shares with a prorated amount of share capital of € 3.00 per share.

3. Structure and Modus Operandi of Company Boards

HORNBACH Baumarkt AG, based in Bornheim bei Landau, is governed by the requirements of German law, as well as by the provisions of its own Articles of Association. Accordingly, HORNBACH Baumarkt AG has a dualistic management structure, which assigns management of the company to the Board of Management and supervision of the company to the Supervisory Board.

3.1 Supervisory Board

The Supervisory Board of HORNBACH Baumarkt AG comprises sixteen members and, consistent with the German Codetermination Act (MitbestimmG), includes equal numbers of shareholder and employee representatives. The CVs of the Supervisory Board members have been published on our website. Shareholder representatives are elected by the Annual General Meeting.

The Supervisory Board Chairman coordinates the work of the Supervisory Board and attends to the affairs of the Supervisory Board externally. In the event of a parity of votes in the Supervisory Board, the Supervisory Board Chairman has the casting vote in the second round, if renewed voting also produces a parity.

The Board of Management and Supervisory Board work together closely in the interests of the company. The Supervisory Board monitors the management of the company and accompanies the Board of Management in an advisory capacity. It appoints members of the Board of Management, dismisses them, and is responsible

for concluding, amending and terminating their employment contracts. Any actions by the Board of Management that could materially influence the company's net asset, financial or earnings position require prior approval by the Supervisory Board. The Codes of Procedure for the Supervisory Board and the Board of Management contain a catalog of the transactions and actions requiring such approval. The Supervisory Board may at any time resolve to extend or reduce the list of such transactions.

Supervisory Board members are solely bound by the company's best interests. They are not dependent on any assignments or instructions. In their decisions, they may not pursue personal interests or exploit business opportunities available to the company for their personal benefit. Supervisory Board members are obliged to disclose any conflicts of interest to the Supervisory Board Chairman, especially any such conflicts arising due to their performing any consultant or directorship function at customers, suppliers, lenders or other business partners of the company. Any conflicts of interest on the part of a Supervisory Board member that are material and not only temporary should result in the termination of the mandate. No conflicts of interest arose in the year under report. Advisory and other service agreements and contracts for work between a Supervisory Board member and the company require approval by the Supervisory Board. There were no contracts requiring such approval with Supervisory Board members of HORNBACH Baumarkt AG in the 2019/20 financial year.



**Directors and Officers
Supervisory Board
committees**

**Report of the Supervisory
Board
Committees and committee
meetings**

The Supervisory Board has the following committees:

- Mediation Committee
- Personnel Committee
- Audit Committee
- Nomination Committee

The composition of the committees and a detailed description of their activities have been provided in the "Directors and Officers" and "Report of the Supervisory Board" chapters.

The Supervisory Board performs an efficiency review/self-assessment of its activities once a year. Based on a catalogue of questions prepared in advance, the Supervisory Board discusses the effectiveness of the work it and its committees perform in order to identify any potential improvements. This process was carried out at the December meeting.

3.1.1 Targets for the composition of the Supervisory Board, competence profile, diversity concept, and manner of implementation

Taking due account of the recommendations made in Point 5.4.1 of the German Corporate Governance Code (in the version dated February 7, 2017; corresponds to Recommendation C.1 in the version dated December 16, 2019), on December 19, 2017 the Supervisory Board adopted the targets for its composition, including a competence profile for the overall board. The corresponding Supervisory Board resolution also includes the diversity concept for the Supervisory Board, which has set the objective of creating space for younger members without losing experienced members. Given the diverse composition thereby envisaged and the resultant variety of viewpoints and perspectives accounted for, the concept is intended to ensure that the Supervisory Board can optimally perform its tasks.

Pursuant to the competence profile, the Supervisory Board of HORNBACH Baumarkt AG must possess the expertise needed to fulfill its supervisory function and to assess and monitor the transactions performed by the company. To this end, the Supervisory Board members must collectively be familiar with the sector in which the company operates. This particularly includes knowledge, skills, and professional expertise in operating large-scale retail stores, especially DIY stores and home improvement centers, with or without garden centers, specialist stores, other specialist retail businesses, and e-commerce. This also includes expertise in the

fields of digitalization and technology, as well as in accounting, auditing, financing, and corresponding legal expertise, including expertise in the field of tax law.

In view of these factors, and to compile its competence profile, the Supervisory Board listed the following objectives for its composition which are both specific and tailored to the company's individual situation:

- Supervisory Board members must be reliable, possess the expertise needed to fulfill their supervisory function and to assess and monitor the transactions performed by HORNBAACH Baumarkt AG, and must have sufficient time to dedicate to their duties as members of the Supervisory Board.
- The Supervisory Board must collectively have the knowledge, skills, and professional expertise required to properly perform its duties. In particular, expertise in matters relating to the operation of a retail company must be available in the Supervisory Board, as must management experience, experience in managing and organizing companies, and experience in working in Supervisory Boards.
- The Supervisory Board must avoid potential conflicts of interest, and will continue to do so in future.
- The Supervisory Board should not include any members who hold directorships or perform advisory functions at any significant competitors.
- The composition of the Supervisory Board accounts for the diversity criterion, in particular with regard to the ages, genders, educational and career backgrounds of its members.
- As a general rule, the Supervisory Board should only include individuals who were no older than 70 at the time of their election.
- As a general rule, the Supervisory Board should only include individuals who have not been members of the Supervisory Board for four full terms already at the time of their election.
- The Supervisory Board should include a suitable number of independent members. The Supervisory Board believes that it is sufficient in this respect if at least half of its shareholder representative members are independent.
- Shareholder representatives who have been members of the Supervisory Board for more than three terms in office are now no longer deemed as independent in this respect.

With regard to the two final objectives and to the recommendations made in the German Corporate Governance Code in the version dated December 16, 2019, the Supervisory Board resolved on May 19, 2020 that since publication of the aforementioned recommendations in the Federal Gazette on March 20, 2020 more than half of the shareholder representatives should be independent of the company and its Board of Management and at least two shareholder representatives should be independent of HORNBAACH Holding AG & Co. KGaA. Furthermore, shareholder representatives who have been members of the Supervisory Board for longer than 12 years should, as a general rule, no longer be viewed as independent.

Supervisory Board proposals to the Annual General Meeting should – and will – take due account of these objectives and the diversity concept, while at the same time endeavoring to ensure that the competence profile for the Board as a whole is satisfied.

3.1.2 Implementation status for (i) the objectives underlying the composition of the Supervisory Board, (ii) the diversity concept, and (iii) the competence profile, as well as disclosures on the independence of shareholder representatives on the Supervisory Board

The current composition of the Supervisory Board meets the aforementioned composition-related objectives, complies with the diversity concept, and satisfies the competence profile. The members of the Supervisory Board complement one another in terms of their ages, educational, and career backgrounds, experience, and expertise in such a way that the Board as a whole can draw on a highly varied wealth of experience and broad range of skills. No members of the Supervisory Board of HORNBAACH Baumarkt AG hold any directorships or perform advisory functions at significant competitors. The regular periods of membership and regular age limits are laid down in the Code of Procedure of the Supervisory Board and are complied with.

Assuming that the holding of a Supervisory Board mandate as an employee representative does not give rise to any doubts concerning satisfaction of the independence criteria set out in Point 5.4.2 of the Code (in the version dated February 7, 2017), the Supervisory Board currently includes thirteen independent members, of which five, i.e. more than half, of the shareholder representatives. These are Dr. John Feldmann, Simona Scarpaleggia, Vanessa Stütze, Melanie Thomann-Bopp, and Prof. Dr. Jens Wulfsberg. Prof. Dr. Jens Wulfsberg has been a member of the Supervisory Board for longer than 12 years. Given his contributions, which are always carefully weighed up, and his voting behavior, which has always clearly been guided by the company's best interests, the Supervisory Board nevertheless views him as independent in the aforementioned sense.

3.1.3 Individualized disclosure of meeting attendance

Supervisory Board	Meetings attended	Attendance in %
Albrecht Hornbach, Chairman	6/6	100.00
Kay Strelow, Deputy Chairman	6/6	100.00
Dr. John Feldmann, Deputy Chairman	6/6	100.00
Mohamed Elaouch	6/6	100.00
Christian Garrecht	6/6	100.00
Erich Harsch, member until December 31, 2019	5/5	100.00
Georg Hornbach	5/6	83.33
Martin Hornbach	6/6	100.00
Markus Lass	6/6	100.00
Jörg Manns	6/6	100.00
Anke Matrose	5/6	83.33
Brigitte Mauer	6/6	100.00
Johannes Otto	6/6	100.00
Simona Scarpaleggia, member since January 1, 2020	1/1	100.00
Vanessa Stütze	6/6	100.00
Melanie Thomann-Bopp	6/6	100.00
Prof. Dr. Jens Wulfsberg	6/6	100.00
Total		98.04

Audit Committee	Meetings attended	Attendance in %
Melanie Thomann-Bopp, Chairwoman	5/5	100.00
Dr. John Feldmann	5/5	100.00
Erich Harsch, member until December 31, 2019	4/4	100.00
Albrecht Hornbach	5/5	100.00
Georg Hornbach, member since January 1, 2020	1/1	100.00
Martin Hornbach	5/5	100.00
Markus Lass	5/5	100.00
Kay Strelow	5/5	100.00
Vanessa Stütze	5/5	100.00
Total		100.00

Personnel Committee	Meetings attended	Attendance in %
Dr. John Feldmann, Chairman	3/3	100.00
Christian Garrecht	3/3	100.00
Albrecht Hornbach	3/3	100.00
Martin Hornbach	3/3	100.00
Markus Lass	3/3	100.00
Total		100.00



Directors and Officers
Members of the Board of Management and their areas of responsibility

3.2 Board of Management

The Board of Management of HORNBAACH Baumarkt AG has a Chairman and a Deputy Chairman and consisted of seven members at the end of the 2019/20 financial year. At the beginning of the 2020/21 financial year (starting on March 1, 2020), the Board of Management was reduced to six members following the retirement from office of Wolfger Ketzler. The Board of Management has a self-imposed Code of Procedure. The management of the company's business is the joint responsibility of all of its members. Compliance activities to ensure that the company adheres to laws, legal requirements, and its own internal guidelines represent a key management task. The Board of Management usually meets once a week, or on an ad-hoc basis when necessary.

The Board of Management provides the Supervisory Board with regular, prompt and extensive information on all matters relevant to the company's corporate strategy, planning, business performance, financial and earnings position, risk situation and risk management. Furthermore, it presents the group investment, financial and earnings budgets to the Supervisory Board both for the forthcoming financial year and for the medium term (five years). The Chief Executive Officer provides immediate report to the Supervisory Board Chairman of any significant events of material relevance for any assessment of the situation, development, and management of the company. Transactions and measures requiring approval by the Supervisory Board are presented to the Supervisory Board in good time. Members of the Board of Management are obliged to disclose conflicts of interest to the Supervisory Board without delay and to inform other members of the Board of Management. Members of the Board of Management may only pursue sideline activities, in particular Supervisory Board mandates outside the Group, with the approval of the Supervisory Board Chairman. The CVs of the members of the Board of Management have been published on our website.

Objectives for the composition of the Board of Management, diversity concept, manner and status of implementation, and succession planning

The Supervisory Board adopted its objectives for the composition of the Board of Management and a diversity concept for the Board of Management on December 19, 2017. Accordingly, the composition of the Board of Management must take due account of the challenges faced by the company in its specific situation and of long-term succession planning. Alongside customary specialist qualifications, the criteria to be referred to when selecting candidates particularly include their leadership qualities and achievements to date. Due account should be taken of diversity, particularly with regard to the educational and professional backgrounds, gender, and age of candidates:

- The members of the Board of Management should collectively have longstanding experience in the fields of store operations, finance, procurement, personnel management, logistics, marketing, and technology, and should be able to contribute experience from a variety of professions.
- The Supervisory Board has laid down a target for the share of women on the Board of Management. This should be complied with.
- The regular age limit for members of the Board of Management is 65.

The diversity concept aims on the one hand to retain experienced members of the Board of Management and on the other hand to create space for younger members. The diversity of composition accounted for in the concept is intended to ensure that the company is optimally managed on account of the resultant variety of viewpoints and perspectives.

In its decisions concerning the appointment of members of the Board of Management, the Supervisory Board should and will take due account of these objectives and implement the diversity concept.

We are convinced that the aforementioned objectives were fully satisfied in the year under report and that the diversity concept has been suitably implemented.

Overall, the Board of Management, which also includes one female member, has the knowledge, skills and professional expertise needed to properly perform its duties. No member of the Board of Management exceeds the targeted regular age limit.

The Personnel Committee deals on an ongoing basis with succession planning in the Board of Management, particularly in light of the respective terms in office, such as when age considerations mean that an existing appointment is not proposed for extension, and regularly discusses these matters with the Board of Management. Taking due account of the requirements profile, potential candidates from within and outside the company are assessed, with support also being obtained from external consultants. The current status and results are discussed with the Supervisory Board on an ongoing basis.

3.3 Share of women in senior management positions

HORNBAACH Baumarkt AG is obliged under the "Act on the Equal Participation of Men and Women in Private-Sector and Public-Sector Management Positions" to set targets for the share of women on its Board of Management and next two senior management tiers. The company set its first targets in this respect in summer 2015. These were to be met by June 30, 2017. In the meantime, the company has reviewed these targets and extended them through to February 28, 2022. With regard to the share of women on the Supervisory Board, the fact that HORNBAACH Baumarkt AG is subject to codetermination and publicly listed means that it applies the statutory requirement of a fixed minimum quote of 30%. Specifically:

3.3.1 Women on the Board of Management and Supervisory Board

At its meeting on July 8, 2015, the company's Supervisory Board had set the target share of women on the Board of Management to be reached by June 30, 2017 at no less than 1/7 pursuant to § 111 (5) AktG. At its meeting on May 23, 2017, the company's Supervisory Board confirmed this target, which was achieved, and extended the target of no less than 1/7, while upholding the current status, to February 28, 2022. Since March 1, 2020, the share of women on the Board of Management has amounted to 1/6.

The Supervisory Board currently includes five female members (status: May 2020). The legal requirement for the Supervisory Board to meet the minimum share of female members in terms of its overall composition was rejected. In line with the requirements then applicable, both the employee and the shareholder representatives on the Supervisory Board each include at least two female members.

3.3.2 Women in the two management tiers below the Board of Management

In May 2017, the Board of Management of HORNBAACH Baumarkt AG adopted a resolution pursuant to § 76 (4) AktG which set the share of women to be achieved in the two management tiers below the Board of Management by February 28, 2022, while upholding the current status, at no less than 9% in the first management tier and no less than 13% in the second management tier.

3.4 Annual General Meeting

Shareholders of HORNBAACH Baumarkt AG exercise their rights, including their voting rights, at the Annual General Meeting. Each ordinary share in HORNBAACH Baumarkt AG grants one vote. The Annual General Meeting resolves in particular on the appropriation of profits and approval of the actions of the Board of Management and Supervisory Board, and elects shareholder representatives to the Supervisory Board, as well as the auditor. Shareholders are regularly informed of all significant dates by means of the financial calendar published in the annual and quarterly reports and on the company's homepage. As a rule, the Annual General Meeting is chaired by the Supervisory Board Chairman. HORNBAACH Baumarkt AG provides its shareholders with the services of a voting proxy bound to vote in line with instructions.

4. Reporting and Auditing of Financial Statements

The HORNBACH Baumarkt AG Group prepares its financial reports in accordance with International Financial Reporting Standards (IFRS) as adopted by the EU. The separate financial statements of HORNBACH Baumarkt AG are prepared in accordance with the German Commercial Code (HGB). In line with legal requirements, the auditor is elected by the Annual General Meeting. The Audit Committee prepares the Supervisory Board's proposal to the Annual General Meeting with regard to the auditor to be elected. The auditor is independent and is responsible for the audit of the consolidated and separate financial statements, as well as for the audit review of the Group's half-year financial report. HORNBACH Baumarkt AG has a risk management system that is continually enhanced and updated to account for changes in conditions. The functionality of the early warning risk management system is checked by the auditors.

5. Transparency

The company's shareholders, all capital market participants, financial analysts, investors, shareholder associations, and the media are regularly provided with up-to-date information about the company's situation, results, and any material changes in its business situation. The HORNBACH Baumarkt AG Group reports in its

- Quarterly financial reports
- Half-year financial report
- Annual report
- Annual results press conference
- Conference calls with international financial analysts and investors
- Events with financial analysts and investors in Germany and abroad.

The documents and dates of relevance to the company's regular financial reporting activities are published on our homepage. Alongside this regular reporting, any information arising at HORNBACH Baumarkt AG which is not publicly known and which is likely to influence the company's share price significantly is published in the form of ad-hoc announcements as insider information pursuant to Article 17 of the Market Abuse Regulation (MAR). All individuals working on behalf of the company and with access to insider information in the course of their activities are informed of the resultant obligations for them under insider law.

Members of the Board of Management and the Supervisory Board of HORNBACH Baumarkt AG and individuals closely related to such are required by Article 19 of the Market Abuse Regulation (MAR) to disclose transactions involving shares in the company or related financial instruments. In the year under report, the company was notified of two transactions by directors or individuals closely related to such. The transactions executed by Susanne Jäger and Ingo Leiner, both members of the Board of Management, were published on our website within the relevant deadlines.

6. Relevant Corporate Governance Practices

We base our entrepreneurial activities on the legal frameworks valid in the various countries in which we operate. This places a wide variety of obligations on the HORNBACH Baumarkt AG Group and its employees in Germany and abroad. As well as managing the company responsibly in accordance with the relevant laws, ordinances and other guidelines, we have also compiled internal group guidelines setting out the system of values and management principles we adhere to at the Group. We have published the information referred to below on our website.



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**Investor Relations
and Financial Calendar**



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6.1 Our system of values: the HORNBAACH Foundation

HORNBAACH is a forward-looking, family-managed company and is characterized by a clear system of values. The values on which this system is based are honesty, credibility, reliability, clarity and trust in people. This system of values, which had already been lived over many decades, was summarized in the so-called "HORNBAACH Foundation" in 2004. This model forms the cornerstone for our group strategy, everyday behavior, and corporate social responsibility. It lays down the basic values governing how we behave towards our customers, as well how our employees behave towards each other. Moreover, this foundation helps our shareholders, customers, and the general public, as well as our employees, to understand what the basis of our business success is.

6.2 Compliance

In a competitive climate, only those companies which manage to convince their customers with their innovation, quality, reliability, dependability, and fairness on an ongoing basis will succeed in the long term. Here, we see compliance with legal requirements, internal company guidelines and ethical principles (compliance) as absolutely crucial. HORNBAACH's corporate culture is based on these principles.

HORNBAACH has a value-based compliance system which primarily pursues the objective of preventing compliance infringements before they arise, where possible. The "HORNBAACH Foundation" forms the basis for HORNBAACH's system of values. The principles included in the "HORNBAACH Foundation" are fleshed out in the "HORNBAACH Values". These formulate the standards of conduct expected of managers and employees with regard to the stakeholder groups of "Government and Society", "Managers and Employees", "Customers, Suppliers and Competitors", and "Providers of Equity and Debt Capital". Among other factors, they set out how we meet our responsibility towards society, treat each other with respect, are committed to fair competition, act with integrity, and manage our financial reporting. The "HORNBAACH Values" have been translated into all languages relevant to the Group and made available to all employees.

The "Accepting and Granting Gratuities" code of conduct sets out guiding principles which make clear what HORNBAACH expects of its managers and employees in this regard. This code of conduct has been communicated on a top-down basis and distributed to employees in the form of a leaflet compiled in the relevant national language.

Upon joining the company, our employees are informed about compliance-related topics with the assistance of the HORNBAACH Values and the codes of conduct.

The Board of Management bears overall responsibility for compliance. One core component of HORNBAACH's compliance system is the Compliance Committee, which acts as the topmost advisory body for compliance organization. The Chief Compliance Officer is responsible for coordinating group-wide compliance activities. This officer reports to the Board of Management and is responsible for permanently optimizing and further developing the Group's compliance organization and structures. The Chief Compliance Officer is supported by compliance officers operating on a decentralized basis in all of HORNBAACH's regions and departments. Once a year, the Chief Compliance Officer holds a meeting with the compliance officers to coordinate compliance-related topics.

Compliance activities have a particular focus on the risks of "Improper conduct/corruption" and "Cartel law violations". Compliance Officers are surveyed to assess the development in risks which are already known and the potential materialization of new risks. The approach taken here was amended in the 2019/20 year under report. At meetings held on location and attended by the compliance officers and the relevant managers, the existing risks are surveyed in a structured manner and jointly assessed. Suitable measures are laid down to reduce the risks.



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Compliance

Since mid-2017, the compliance system has been supported by an internet-based whistleblower system. This provides employees, service providers, and suppliers worldwide with a further possibility of communicating directly with the Chief Compliance Officer. This way, potential infringements of compliance requirements can be reported, also anonymously if preferred.

Notifications received via existing channels of communication - for example by employees informing their direct managers or their departmental compliance officers - and those received via the whistleblower system are assessed by the Chief Compliance Officer. Where there are legitimate grounds to suspect a compliance-related infringement, the Group Internal Audit department investigates the matter. In this regard, measures are identified to prevent similar compliance infringements from arising at the outset. Where compliance infringements are actually detected, the company generally initiates labor law, criminal law, and civil law proceedings. In the year under report, there was a low single-digit number of confirmed compliance infringements at the HORNBACH Baumarkt AG Group.

7. Remuneration Report

The remuneration report presents the basic features and structure of the remuneration of the Board of Management and the Supervisory Board. It forms a constituent component of the group management report and is available on our website.



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Remuneration Report

8. Directors and Officers

Supervisory Board

Albrecht Hornbach

Chairman
Chief Executive Officer
HORNBAACH Management AG

Kay Strelow*

Deputy Chairman
Section Manager, Berlin-Marzahn Store

Dr. John Feldmann

Further Deputy Chairman
Supervisory Board Chairman of KION Group AG
(until May 9, 2019)
Former Executive Board member of BASF SE

Mohamed Elaouch*

Section Manager, Mainz Store

Christian Garrecht*

Operative Head of Workplace Safety and Fire Protection

Erich Harsch (until December 31, 2019)

CEO of dm-drogerie markt GmbH & Co. KG
(until December 31, 2019)
CEO of HORNBAACH Baumarkt AG
(since January 1, 2020)

Georg Hornbach

Head of Controlling Department and
Head of Finance and Procurement Division
Universitätsklinikum Köln

Martin Hornbach

Managing Partner
Corivus Gruppe GmbH

Markus Lass*

District Director

Jörg Manns*

Sales Employee, Wiesbaden Store

Anke Matrose*

Checkout Assistant, Bremen Store

Brigitte Mauer*

Section Manager, Tübingen Store

Johannes Otto*

Assistant Store Director, Schwetzingen Store

Simona Scarpaleggia (since January 1, 2020)

Director of Global Initiative "Future of Work"
at Ingka Group (IKEA)

Vanessa Stütze

Managing Director of E-Commerce/Omni-Channel
Parfümerie Douglas GmbH

Melanie Thomann-Bopp

Chief Financial Officer (CFO)
Sonova Retail Deutschland GmbH

Prof. Dr.-Ing. Jens P. Wulfsberg

Professor of Production Technology
Helmut-Schmidt-Universität/Universität der Bundeswehr
Hamburg

* Employee representative

Supervisory Board committees

Audit Committee

Melanie Thomann-Bopp	Chairwoman
Dr. John Feldmann	
Erich Harsch	until December 31, 2019
Albrecht Hornbach	
Georg Hornbach	since January 1, 2020
Martin Hornbach	
Markus Lass	
Kay Strelow	
Vanessa Stütze	

Personnel Committee

Dr. John Feldmann	Chairman
Christian Garrecht	
Albrecht Hornbach	
Martin Hornbach	
Markus Lass	

Mediation Committee

Dr. John Feldmann	Chairman
Albrecht Hornbach	
Johannes Otto	
Kay Strelow	

Nomination Committee

Albrecht Hornbach	Chairman
Dr. John Feldmann	
Martin Hornbach	
Melanie Thomann-Bopp	

Board of Management

Members and their areas of responsibility

Steffen Hornbach until December 31, 2019
CEO
Strategic Development, Operative Store Management,
Sales and Services

Erich Harsch since January 1, 2020
CEO
Strategic Development, Operative Store Management,
Sales and Services; since March 1, 2020: Real Estate

Roland Pelka
Deputy Chairman
Finance, Accounting, Tax, Controlling, Risk Management,
Loss Prevention, Investor Relations;
since March 1, 2020: Internal Audit, Legal, Compliance

Susanne Jäger
Procurement, Imports, Store Planning, Store Development,
Quality Assurance, Environmental Issues

Wolfger Ketzler until February 29, 2020
Real Estate, Construction, Technical Procurement, Internal Au-
dit, Legal, Compliance

Karsten Kühn
Marketing, Market Research, Internal Communications,
Public Relations, Organizational Development, Personnel and
Labor Director

Ingo Leiner
Logistics; since March 1, 2020: Construction, Technical
Procurement

Dr. Andreas Schobert
Technology



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CVs of Directors and Officers

CVs of the members of the Board of Management and Supervisory Board can be found under "Corporate Governance" in the "Investor Relations" section of our website at www.hornbach-group.com (see "Board of Management" and "Supervisory Board" in the item overview).