

Getlink SE  
ANNUAL MEETING OF SHAREHOLDERS  
**27<sup>TH</sup> APRIL 2023**  
QUESTIONS FROM DWS INVESTMENT GMBH

Dear Mr Jacques Gounon,  
Dear Mr Bertrand Badre,  
Dear Mr Yann Leriche,  
Dear members of the Board,

DWS Investment GmbH (DWS) is one of the largest asset managers in Europe. As a responsible investor in Getlink SE, it is part of our fiduciary duty to express our expectations in the best interest of our clients. Our commitment to environmental, social and governance practices (ESG) is a crucial element of our responsibilities and forms an integral part of our investment process.

Ahead of your 2023 annual general meeting of shareholders (AGM), we would like to share our questions with you. We would greatly appreciate your answers in written form. Please note that we will also share our questions on our website ([www.dws.com](http://www.dws.com)) on the day of your AGM. Thank you for your consideration.

### **Continuation of Separation of Chair / CEO**

We regard a clearly separated balance of powers through a distinction of control (supervisory board) and management (executive board) as superior. For monistic board structures, this must be reflected in a separation of CEO and chairperson as well as a majority of independent non-executive directors.

With effect from July 2020, the Board have decided to implement separation of the roles of Chairman and CEO at the company. However, pursuant to Article 19 of your Articles of Association, the maximum age limit for the Chairman of the Board is 70 years. Mr. Gounon, Chairman of your Board, has attained 69 years and will cease on the next General Meeting.

**QUESTION 1: Can we expect the Board to continue the Policy of the separation of Chair / CEO roles upon his retirement next year?**

**QUESTION 2: How is the Board preparing for the succession planning with respect to the Board Chair?**

### **Independence of the Board and Committees**

Qualified, experienced and independent directors are essential for competent and efficient decision making processes at Board and committee level. Having a majority of independent members serving on the board's committees as well as independent committee chairpersons is important for us to ensure challenging Board discussions.

According to the AGM notice, Ms. Colette Lewiner and Ms. Perette Rey (both of whom are independent directors) are proposed to be replaced by two non-independent directors. As a result, the Board independence percentage would fall to 50%.

Our Corporate Governance and Proxy Voting Policy requires that the Board and key committees must have a majority of independent directors.

**QUESTION 3: Will you consider appointing additional independent directors in near future to ensure majority of Independent Directors on the Board?**

**QUESTION 4: Do you have any plans to increase the independence of the Nominations and the Remuneration Committee in the near future to over 50%?**

### **Independence of External Auditors**

We place high value on the quality and independence of auditors. A strong degree of transparency regarding the audit fees, the proportionality and limitations on audit and non-audit fees, the tenure of the audit firm and the lead audit partner is key for DWS to assess whether ratifications for audit firms are deemed responsibly. We regard regular rotation of both the audit firm (after ten years at the latest) and the lead audit partner (after five years at the latest) as a reasonable measure to ensure reliable, independent and critical evaluation of a firm's accounts.

We observe that both the audit firms have been associated with the company since 2007, which is over 15 years.

**QUESTION 5: When can we expect a rotation of the audit firms?**

**QUESTION 6: How do you evaluate and ensure the objectivity and independence of the lead audit partner and the audit firms?**

To conclude, we would like to thank all members of the Board and all the employees of Getlink SE on their commitment and dedication.

Thank you in advance for your answers.