

Häfen Rheinland-Pfalz GmbH (HRP)
Ludwigshafen am Rhein

CORPORATE GOVERNANCE REPORT
2025

Introduction

With the resolution of the Council of Ministers dated 3 December 2013, the Public Corporate Governance Code of the State of Rhineland-Palatinate (hereinafter also referred to as “PCGK” or “Code”) was introduced. A revised version of the PCGK was adopted in December 2015, primarily serving to provide clarification.

In addition to key provisions of applicable law governing the management and supervision of companies, the Code contains nationally and internationally recognized standards of good corporate governance. Its objective is to make corporate management and supervision more transparent and comprehensible. At the same time, it aims to more clearly define the role of the State as shareholder and to strengthen public trust in the management and oversight of companies with state participation.

Häfen Rheinland-Pfalz GmbH (HRLP) was established in 2024 with retroactive effect as of 1 January 2024 through the merger of Hafenbetriebe Rheinland-Pfalz GmbH and Hafenbetriebe Ludwigshafen am Rhein GmbH.

On the basis of Section 22 of its Articles of Association, HRLP applies the Public Corporate Governance Code of the State of Rhineland-Palatinate. The Management Board and the Supervisory Board prepare a Corporate Governance Report (CGR) annually.

The report is submitted as an annex to the annual financial statements, audited by the external auditor as part of the annual audit, published in the electronic Federal Gazette, and made publicly available for at least five years.

Declaration of Compliance

The Management Board and the Supervisory Board declare that the requirements and recommendations of the PCGK have been and are being complied with.

Share of Women in Management Positions and Supervisory Bodies

During the financial year, there was one Managing Director and two authorized signatories (Prokuristen). In the 2025 financial year, no women were represented at management level.

Of the total of four members of the HRLP Supervisory Board during the financial year, one member was female in 2025.

The State intends to increase the proportion of women in management and on supervisory boards in the future.

Remuneration of the Members of the Supervisory Board

Member	Period of Membership	Annual Remuneration	Expense Allowance	Travel Expenses	Total
Andy Becht	01-12/2025	€ 800.00	-	-	€ 800.00
Esther Jung	01-12/2025	€ 800.00	-	-	€ 800.00
Stefan Crohn	01-12/2025	€ 800.00	-	-	€ 800.00
Jürgen Vogel	01-12/2025	€ 800.00	-	-	€ 800.00

Ludwigshafen, 3 March 2026

Signed

Alexander Voigt
Managing Director

Signed

Andy Becht
Chairman of the Supervisory Board