

## Qualification matrix for the Supervisory Board

	Chow	Hansert <sup>1</sup>	Herz	Kemmerich-Keil	Koltze <sup>1</sup>	Köhn <sup>1</sup>	Martel	Papier <sup>1</sup>	Pflanz	Pöllath	Rousseau <sup>1</sup>	Weiland <sup>1</sup>
<b>General information</b>												
<b>Member since</b>	April 2017	April 2017	April 2020	August 2022	April 2019	April 2019	April 2012	April 2019	April 2019 <sup>2</sup>	May 2002	June 1999	April 2019
<b>Independence<sup>3</sup></b>	•	•		•	•	•	•	•			•	•
<b>Gender</b>	f	m	m	f	m	m	f	m	m	m	f	f
<b>Year of birth</b>	1971	1961	1950	1966	1963	1964	1970	1974	1968	1948	1955	1969
<b>Nationality</b>	German	German	German	German	German	German	French	German	German-French	German	German	German
<b>Skills and expertise</b>												
<b>Familiarity with the business areas and sectors</b>	•	•	•	•	•	•	•	•	•	•	•	•
<b>Marketing and sales</b>	•		•	•	•		•		•	•	•	
<b>Research and development</b>	•	•		•			•			•		•
<b>Supply chain</b>					•	•	•		•			•
<b>Human resources and organization</b>	•	•	•	•	•	•	•	•	•	•	•	•
<b>ESG</b>	•			•			•				•	
<b>Law and governance</b>		•	•	•	•		•	•	•	•	•	
<b>Digitalization and IT</b>				•			•	•	•			
<b>Finance and accounting</b>	•	•	•	•	•		•	•	•	•		

• Criterion met, based on a self-assessment by the Supervisory Board. With respect to the skills and expertise this includes at least „good knowledge“ and thus the ability to comprehend the relevant issues well and make informed decisions on the basis of existing qualifications, knowledge and experience gained in the course of work as a Supervisory Board member and/or training measures taken.

<sup>1</sup> Employee representatives

<sup>2</sup> Previously member of the Supervisory Board from September 2015 until April 2018.

<sup>3</sup> According to the criteria of the German Corporate Governance Code