

Qualification matrix of the Supervisory Board members		Robert Wethmar	Claire Wellby	Ingo Kramer	Hans Königsmann	Raimund Wulf
Duration of membership	Member since	2012	Nov 24	2018	2022	2023
Personal suitability	Independence*	✓	✓	✓	✓	
	No overboarding*	✓	✓	✓	✓	✓
Diversity	Date of birth	1961-09-15	1988-09-13	1953-01-25	1963-04-28	1966-01-27
	Gender	male	female	male	male	male
	Nationality	Dutch	German	German	USA / German	German
International experience		✓	✓	✓	✓	✓
Professional suitability	Business area / Sector familiarity				✓	✓
	Marketing / Sales / Customers / Brand Management			✓	✓	✓
	Political work / Association work			✓		
	Leadership experience / CEO experience	✓		✓	✓	
	Company monitoring	✓	✓	✓	✓	✓
	Accounting	✓	✓	✓		✓
	Financial expert**	✓		✓		✓
	Internal control procedures & capital market / Risk Management	✓	✓	✓	✓	✓
	Transformation	✓	✓	✓	✓	✓
	Personnel / Organization	✓		✓	✓	
	Sustainability / ESG			✓		✓
	Legal & Compliance	✓		✓		

* within the meaning of the Deutscher Corporate Governance Kodex (DCGK)

** within the meaning of § 100 V AktG and recommendation D.3 DCGK

✓ according to self-assessment