

QUALIFICATION MATRIX OF THE SUPERVISORY BOARD CANDIDATES OF THE SHAREHOLDER REPRESENTATIVES

	Amer	Chow	Herz	Kemmerich-Keil	Pflanz	Pöllath	Dreyfus (alternate member)
General information							
Member since	-	4/2017	4/2020	04/2022	4/2019 ¹	5/2002	-
Independence ²	•	•		•			•
Gender	w	w	m	w	m	m	w
Year of birth	1972	1971	1950	1966	1968	1948	1966
Nationality	German	German	German	German	German-French	German	German

Skills and expertise

Familiarity with the business areas and sectors		•	•	•	•	•	•
Marketing and sales	•	•	•	•	•	•	•
Research and development	•	•		•		•	
Supply Chain	•				•		
Human resources and organization	•	•	•	•	•	•	•
ESG (sustainability, corporate social responsibility, ethics)	•	•		•		•	•
Law and governance			•	•	•	•	•
Digitalization and IT	•			•	•		
Finance and accounting		•	•	•	•	•	•

• Criterion met, based on a self-assessment by the candidates and the Nomination Committee of 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.

¹ Previously member of the Supervisory Board from September 2015 until April 2018

² According to the criteria of the German Corporate Governance Code