

Qualification matrix of the Supervisory Board members		Robert Wethmar	Ingo Kramer	Hans Königsmann	Raimund Wulf
Duration of membership	Member since	2012	2018	2022	2023
Personal suitability	Independence*	✓	✓	✓	
	No overboarding*	✓	✓	✓	✓
Diversity	Date of birth	1961-09-15	1953-01-25	1963-04-28	1966-01-27
	Gender	male	male	male	male
	Nationality	Dutch	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