

Additional information with regard to item 7 of the agenda

Qualifications matrix Shareholder representatives (according to election proposal)

		Uwe Bergheim	José S. de la Iglesia García-Guerrero	Hendrik H. van der Lof	Theresia Stöbe
Length of membership	Member of the Supervisory Board since	May 3, 2018	-	May 19, 2017	May 10, 2023
Personal aptitude and diversity (personal requirements)	Gender	M	M	M	F
	Year of birth	1956	1961	1962	1981
	International background: Nationality	DE	ES	NL	AT
	Independence ²⁾	✓	✓	✓	✓
	Not a former member of the Executive Board	✓	✓	✓	✓
	No governing body seat or advisory duties with major competitors, no personal relationship with a major competitor ²⁾	✓	✓	✓	✓
	No material and not only temporary conflicts of interest ²⁾	✓	✓	✓	✓
	No overboarding ²⁾	✓	✓	✓	✓
Professional qualifications and diversity (knowledge, skills and professional experience)	Educational background: university or polytechnic degree or comparable international academic degree	✓	✓	✓	✓
	Professional background: experience in corporate management and supervision	✓	✓	✓	✓
	Internationality background: experience in the management and supervision of internationally active enterprises	✓	✓		✓
	Expertise in business, economics, market environment, and location ¹⁾	✓	✓	✓	✓
	Expertise in business strategy and planning	✓	✓	✓	✓
	Expertise in sustainability issues	✓	✓	✓	✓
	Expertise in finance		✓	✓	
	Expertise in law, taxes, corporate governance ¹⁾	✓	✓	✓	✓
	Expertise in human resources	✓	✓		✓
Expertise in information technology, digitalisation ¹⁾		✓		✓	
Special qualifications	Expertise in accounting and auditing ³⁾				
	Accounting ^{1) 3)}	✓	✓	✓	✓
	Auditing ³⁾	✓	✓	✓	✓
	Sector expertise ³⁾	✓	✓	✓	✓

✓ Qualifications fulfilled based on a self-assessment of the Supervisory Board. Status: April 2024.

¹⁾ Aggregated presentation for purposes of this qualifications matrix. If marked accordingly, at least one of the (partial) qualifications mentioned or relevant in this respect is fulfilled.

²⁾ Within the meaning of or according to the German Corporate Governance Code.

³⁾ According to Section 100 (5) AktG of the German Stock Corporation Act (AktG).