



**Norbert Steiner**  
Baunatal, Germany

former Chairman of the Board of Management of K+S AG

First elected: 06.05.2013  
Elected until: 04.05.2023

#### Personal data

Year of birth: 1954  
Nationality: German

#### Professional career

##### 2007–2017

K+S AG – Chairman of the Board of Management

##### 2000–2007

K+S AG – Member of the Board of Management

##### 1993–2000

K+S AG – Section Head Legal, Taxes and Insurance

##### 1988–1993

BASF AG – Head of Department Customs and Excise

##### 1983–1988

BASF AG – Central Department Taxes and Customs Duties

#### Academic background

Studied law at the University of Heidelberg  
Second state examination in law

#### Seats on legally required domestic supervisory boards

HDI Haftpflichtverband der Deutschen Industrie V.a.G.<sup>1)</sup>  
Talanx AG<sup>2)</sup>

#### Seats on comparable domestic or foreign control boards of commercial enterprises

none

#### Focuses of competence:

Qualification matrix on page 38

#### Disclosures in accordance with recommendation C.13 of the German Corporate Governance Code (DCGK):

Since 12 June 2018, Mr Steiner has been Member of the Supervisory Board of the majority shareholder HDI Haftpflichtverband der Deutschen Industrie V.a.G. and it is intended to propose that Mr Steiner be re-elected for the coming term of office of the Supervisory Board of HDI Haftpflichtverband der Deutschen Industrie V.a.G. at the next ordinary Annual General Meeting of HDI Haftpflichtverband der Deutschen Industrie V.a.G. on 22 June 2023.

<sup>1)</sup> This seat is held on the supervisory board of a shareholder with a material participation in Talanx AG, i.e. a shareholder with an interest of more than 10% in the voting shares of Talanx AG.

<sup>2)</sup> Listed company